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Official Personnel Folder

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ONEAL, BIRCH D. TERMINATED 68553 D

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CERTIFICATION OF SEPARATING EMPLOYEE	Name (Last-First-Middle) O'NEAL, BIRCH D.

MEMORANDUM FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL FOLDER

I hereby acknowledge the receipt of the following forms and/or information concerning my separation from CIA as indicated by check mark:

/	1. Standard Form 8 (Notice to Federal Employee about Unemployment Compensation).
	2. Standard Form 55 (Notice of Conversion Privilege, Federal Employees' Group Life Insurance). NA
	3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employers' Group Life Insurance Act of 1954).
	4. Standard Form 2802 (Application for Refund of Retirement Deductions). NA
	5. Form 2595 (Authorization for Disposition of Paychecks). NA
	6. Applicable to returnee (resignee from overseas assignment). I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being. ☐ Appointment arranged with Office of Medical Services. ☐ Appointment for Office of Medical Services examination declined.
	7. I have been informed of "conflict of interests" policy of the Agency and foresee no problem in this regard concerning my new employment.
	8. Form 71 (Application for Leave).
	9. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty).
	10. Instructions for returning to duty from Extended Leave or Active Military Service.

Signature of Employee	Date Signed
Birch D. O'Neal	February 26, 1970
Address (Street, City, State, Zip Code) 5704 Ridgefield Rd. Washington D.C. 20016	Correspondence ☑ Overt ☐ Covert

SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 19 February 1970

1. SERIAL NUMBER: 058553
2. NAME (Last-First-Middle): O'NEAL BIRCH D.
3. NATURE OF PERSONNEL ACTION: RETIREMENT (VOLUNTARY) UNDER THE CIA RETIREMENT & DISABILITY SYSTEM
4. EFFECTIVE DATE REQUESTED: MONTH 02 DAY 28 YEAR 70
5. CATEGORY OF EMPLOYMENT: Regular
6. FUNDS: X V TO V
7. FINANCIAL ANALYSIS NO. CHARGEABLE: 0227-0170
8. LEGAL AUTHORITY (Completed by Office of Personnel): P.L. 88-643 Sect. 233
9. ORGANIZATIONAL DESIGNATIONS: DDP/CI Staff Special Investigation Group
10. LOCATION OF OFFICIAL STATION: Washington, D.C.
11. POSITION TITLE: Ops Officer CH
12. POSITION NUMBER: 0022
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 16 7
17. SALARY OR RATE: $ 30,054

18. REMARKS

Last working day will be 27 February 1970.

Recommended for Agency Reserve Program.

[signature] CSPS 2/24/70

1152 telecoord. w/ [illegible], SOB, 2/25/70

cc: Finance and Security

18A. SIGNATURE OF REQUESTING OFFICIAL: [signature] CI STAFF — DATE SIGNED: 2-19-70

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] — DATE SIGNED: 2/23

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE: 45
20. EMPLOY. CODE: 10
24. HOURS CODE: 1
25. DATE OF BIRTH: 06 01 13
30. RETIREMENT DATA: CODE C, 23, 00, 0, 0.

EOD DATA

45. POSITION CONTROL CERTIFICATION: 2-26-70 [initials]

46. OP APPROVAL: Harry B. Fisher

DATE APPROVED: 26 Feb. 70

FORM 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 16 February 1970

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
058553	O'NEAL, BIRCH D.

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM	02 / 22 / 70	REGULAR

6. FUNDS			7. COST CENTER NO. CHARGEABLE	8. LEGAL AUTHORITY (Completed by Office of Personnel)
X V TO V	V TO CF		0227 0170	PL 88-643 Sect. 203
CF TO V	CF TO CF			

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/CI STAFF	WASHINGTON, D. C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
		D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
		16 -	$

18. REMARKS

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 HDQTRS CODE	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE (MO DA YR)	27 DATE OF LEI (MO DA YR)
					/	06 01 13		

28 NTE EXPIRES (MO DA YR)	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1-CSC, 3-FICA, 5-NONE) CODE	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA (TYPE, MO DA YR)	EOD DATA	33 SECURITY REQ NO	34 SEX
		2					

35 VET PREFERENCE (CODE; 0-NONE, 1-5 PT, 2-10 PT)	36 SERV COMP DATE (MO DA YR)	37 LONG COMP DATE (MO DA YR)	38 CAREER CATEGORY (CAR RESV, PROV TEMP; CODE)	39 FEGLI HEALTH INSURANCE (CODE; 0-WAIVED, 1-YES; HEALTH INS. CODE)	40 SOCIAL SECURITY NO

41 PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS))	42 LEAVE CAT CODE	43 FEDERAL TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO TAX EXEMPTIONS)	44 STATE TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO TAX EXEMP; STATE CODE)

45 POSITION CONTROL CERTIFICATION	46 OP APPROVAL	DATE APPROVED
2-20-70 DB	Harry B. Fisher	17 Feb '70

FORM 1152 USE PREVIOUS EDITION (4)
OP-1 1-66

SECRET

GROUP 1
Excluded from automatic downgrading and declassification

14-00000

8 SEP

Mr. Birch D. O'Neal
5704 Ridgefield Road
Washington, D. C. 20016

Dear Mr. O'Neal:

It is the practice of the Organization to follow up with former employees six months after their retirement. We hope by such inquiry to obtain information on what our retirees are doing and where they are located, invite suggestions for improving the retirement program and to learn if the Organization might be of some assistance on any post-retirement matters.

We should like very much to hear from you on the above points and on any other topics you think would be useful to us.

For your convenience in replying, we have enclosed a sheet somewhat akin to a form on which we have listed those standard items of information we'd like to have on every retiree. The remainder of the sheet, including the reverse side, is for your comments and suggestions. We shall be most appreciative of your fullest response to this inquiry.

Thank you very much for your cooperation.

Sincerely yours,

Carroll A. Duchay
Personnel Officer

Enclosures:
Questionnaire
Return Envelope

Distribution:
Original - Addressee
1 - OPF
1 - RAD Subject's File

OP/RAD/RFAB/MLShobe:mlp (1 Sept. 1970)

14-00000

12 February 1970

MEMORANDUM FOR: Chief, CI Support

SUBJECT: Resume of Employment - Birch D. O'Neal

1. Attached is a proposed resume of my employment covering the entire service to the U. S. Government.

2. I would propose to use this should the need arise. However, I would not like to be restricted to the statements therein. In 1968 I applied for admission to the Bar in the District of Columbia and prepared a detailed response to certain questions in the application. The information provided at that time went on record and should the occasion arise, I would like to be in a position to make the same statements. I do not think that such a situation will occur, but if it does, I would propose to support the attached resume with the more detailed information attached hereto and which appeared in that application.

Birch D. O'Neal

Birch D. O'Neal

Attachments:
As stated.

RESUME

U. S. GOVERNMENT SERVICE

BIRCH D. O'NEAL

From January 10, 1938 on entering U. S. government service as a Special Agent of the Federal Bureau of Investigation to February 28, 1970 (with exception of a few months in the fall and winter of 1946-47) was employed by various Departments and Agencies of the U. S. Government, including the Federal Bureau of Investigation, U. S. Department of Justice, U. S. Department of State, and Central Intelligence Agency. In this period of more than 32 years steadily advanced in salary with commensurate responsibilities from $3200 per annum to more than $30,000 per annum while holding various titles including Special Agent, Legal Attache, Civil Attache, and Foreign Affairs Officer. More than 12 years of this service was performed while stationed abroad or in travel status in many foreign countries of Latin America, Europe and Africa.

While the entire service involved utilization of legal training and conduct of investigations affecting the national security interests of the United States, that from September

1942 to February 1970 (voluntary retirement) also involved direct supervision of investigative and clerical assistants (on occasions more than 50 employees and expenditure of extensive funds). The service also involved extensive liaison with foreign government and other U. S. government officials. Liaison on occasions, both domestic and foreign, related to matters of the highest sensitivity and importance and accordingly was conducted at highest levels (Cabinet and sub-Cabinet).

SUPPLEMENTARY INFORMATION

February 1947 - March 1947. In February 1947 I entered on duty with what was known as the Central Intelligence Group, 2430 E Street, N.W., Washington, D. C., a government body created by Executive Order which was a predecessor to the Central Intelligence Agency. I was a legal liaison officer with this group.

March 1947 - December 1949. During this period I was detailed to the U. S. Department of State, 20th Street and Virginia Avenue, N.W., Washington, D. C., where I was assigned to the U. S. Embassy, Caracas, Venezuela, as Attache. In that capacity I prepared reports and advised and counselled the U.S. Ambassador on matters of a legal and political nature. In this work I employed legal knowledge, background and experience as related to the laws of the United States and the Republic of Venezuela.

January 1950 to December 1951 - Central Intelligence Agency, 2430 E Street, N.W., Washington, D. C. In this period I was assigned to duties involving liaison on legal matters with other departments of the U. S. Government including the Department of Defense, Department of Justice (Immigration and Naturalization Service and Federal Bureau of Investigation) and the Department of State. Criteria for the position included knowledge, application and interpretation of U. S. and foreign laws. The establishment of the position was at the instance of the General Counsel of the Agency and my selection to the position was with his concurrence. The assignment required close working coordination and collaboration with the General Counsel of the Agency and other governmental legal counsel. I discontinued this particular work to enable me to again undertake further assignment with the Department of State as a member of the Foreign Service Staff Corps.

December 1951 - April 1954 - U. S. Department of State, Foreign Service Staff, Washington, D. C. During this period I served as Attache, Political Officer, American Embassy, Guatemala City, Guatemala. In that capacity I gathered information concerning the legal system, laws, and enforcement thereof and counselled and advised the U. S. Ambassador on matters of a legal and political nature. In this work I employed legal knowledge and experience as related to the laws of the United States and the Republic of Guatemala. I resigned from this position in Guatemala to return to the U. S. for personal and family reasons.

14-00000

April 1954 - to Present - Central Intelligence Agency, 2430 E Street, N.W., Washington, D. C. I have been employed with this Agency since April 1954 as a Foreign Affairs Officer. In that capacity I have had regular, almost daily contact and liaison with the Department of Justice and Department of State representatives on matters of a legal and political nature. My duties involve the application of knowledge and experience in the legal field, both foreign and domestic.

SECRET

2 ? FEB 1970

MEMORANDUM FOR : Mr. Birch D. O'Neal

THROUGH : Head of D Career Service

SUBJECT : Notification of Approval of Request for Voluntary Retirement

1. I am pleased to inform you that your request for voluntary retirement under the CIA Retirement and Disability System has been approved by the Director of Central Intelligence.

2. Your retirement will become effective 28 February 1970. Your annuity will commence as of 1 March 1970 and is payable 1 April 1970. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative processing required to effect your retirement.

3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last calendar year if that amount is more than 30 days.

/s/

Robert S. Wattles
Director of Personnel

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OP/RAD/ROB/PJSeidel:jat/3257 (26 February 1970)

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14-00000

EVO. 28 FEB 7?

NOTIFICATION OF PERSONNEL ACTION

DEF

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
053553	ONEAL BIRCH D

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
RETIREMENT (VOLUNTARY) UNDER CIA RETIREMENT & DISABILITY SYSTEM	02 28 7?	REGULAR

6 FUNDS		V TO V		V TO CF	7 Financial Analysis No. Chargeable	8 CSC OR OTHER LEGAL AUTHORITY
	X	CF TO V		CF TO CF	0277 017? ????	P.L. 88-643 SECT 233

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
OPS OFFICER CH	??22	D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	0136.01	16 7	30054

18 REMARKS

SIGNATURE OR OTHER AUTHENTICATION

FORM 5-66 1150 Use Previous Edition (4-51)

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70-1274

70-1553

Mr. Birch D. O'Neal
5704 Ridgefield Road
Washington, D. C. 20016

Dear Birch:

As you reach the end of your active career of Government service, I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than thirty-one years of service to your country. The success with which you have met this challenge should be a source of lasting pride and satisfaction to you.

May I extend to you, personally and officially, my sincere appreciation for the important work you have done and my warmest hopes that you will find full enjoyment in the years ahead.

Sincerely,

/s/ Richard Helms

Richard Helms
Director

Good luck and best wishes!

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/s/ Robert S. [illegible]
Originator: ________ Director of Personnel

SIGNED
Concur: ________ C/EAB/OS

OP/RAD/ROB/PJSeidel:jat/3257 (6 March 1970)

SECRET

Executive Registry
70-911

MEMORANDUM FOR : Director of Central Intelligence

SUBJECT : Request for Voluntary Retirement
Birch D. O'Neal

1. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 4.

2. Mr. Birch D. O'Neal, GS-16, Operations Officer, Counter Intelligence Staff, Clandestine Service, has applied for voluntary retirement under the provisions of Headquarters Regulation 20-50j, to be effective 28 February 1970.

3. Mr. O'Neal has been designated a participant in the CIA Retirement and Disability System and meets the technical requirements for voluntary retirement under the System. He is 56 years old with over 31 years of Federal service. This service includes over 22 years with the Agency of which 5 years were in qualifying service. The Head of the Clandestine Service Career Service has recommended that his application for voluntary retirement be approved. I endorse this recommendation.

4. It is recommended that you approve the voluntary retirement of Mr. Birch D. O'Neal under the provisions of Headquarters Regulation 20-50j.

Robert S. Wattles
Director of Personnel

The recommendation contained in paragraph 4 is approved:

/s/ Richard Helms

Director of Central Intelligence

Date

SECRET

1 October 1968

Mr. C. R. Locke
Director
National Conference of Bar Examiners
155 East 60th Street
Chicago, Illinois 60637

Dear Mr. Locke:

With reference to your letter of 26 September 1968 concerning Mr. Birch Dilworth O'Neal, I have known Mr. O'Neal since the late 1940s. In 1947 we were establishing formal liaison with the Bureau of Immigration and Naturalization and, because a thorough knowledge of the complex immigration laws was essential, I proposed that this position must go to a lawyer. Mr. O'Neal was selected and performed very well in that job, which required constant liaison with this office on the legal aspects.

In Mr. O'Neal's assignments since that time, I have had occasion to work with him from time to time on a variety of problems. I have found he has had a good grasp of the legal aspects of these matters. From this long association my conclusion is that Mr. O'Neal's moral character is good, he has sound background in the field of law, and is generally fit for the practice of law.

Sincerely,

s/

Lawrence R. Houston
General Counsel

OGC:LRH:job
OGC chrono
OGC subject BAR ADMISSIONS

National Conference of Bar Examiners

AMERICAN BAR CENTER
1155 EAST 60TH STREET
CHICAGO, ILLINOIS 60637
C. RICHARD LOCKE, DIRECTOR

September 25, 1968

Director of Personnel
Central Intelligence Agency
2430 E Street N. W.
Washington, D. C.

Dear Sir:

Our Conference has, as one of its purposes, the work of investigating the moral character and fitness for the practice of law of those attorneys of one state who seek admission to the bar of another. In this connection, we have been asked to report on BIRCH DILWORTH O'NEAL, 55, a member of the bar of Georgia who is applying for admission to the bar of the United States District Court for the District of Columbia.

Mr. O'Neal states he has had the following employment with the Central Intelligence Agency:

February 1947 to March 1947	Central Intelligence Group	Legal Liaison Officer
January 1950 to December 1951	Legal employment with the CIA	
April 1954 to date	Foreign Affairs Officer	

We wish to verify this information with you and to obtain as well any information concerning his qualifications you may wish to present to the admitting authority.

Can you also verify for us the following government employment as given by Mr. O'Neal:

March 1947 to December 1949	Department of State	U. S. Embassy Caracas, Venezuela
December 1951 to April 1954	Department of State	U. S. Embassy Guatemala City, Guatemala

Thank you for your assistance.

Sincerely,

C. R. Locke

C. R. Locke, Director

CRL:eo

All information solicited and received for character reports is confidential and restricted to official use by the proper admitting authority.

National Conference of Bar Examiners

AMERICAN BAR CENTER
1155 EAST 60TH STREET
CHICAGO 37, ILLINOIS
C. RICHARD LOCKE, DIRECTOR

October 16, 1968

Director of Personnel
Central Intelligence Agency
2430 E Street, N.W.
Washington, D.C.

Dear Sir:

As our report must be filed with the admitting authority very soon, we would greatly appreciate a reply to our inquiry

Dated: September 25, 1968

Concerning: BIRCH DILWORTH O'NEAL

Applicant for admission to the bar of U. S. Dist. Court for D.C.

For your convenience we enclose a copy of our previous letter.

Very truly yours,

C. Richard Locke

C. Richard Locke, Director

Already answered

National Conference of Bar Examiners

AMERICAN BAR CENTER
1155 EAST 60TH STREET
CHICAGO, ILLINOIS 60637
C. RICHARD LOCKE, DIRECTOR

September 25, 1968

Director of Personnel
Central Intelligence Agency
2430 E Street N. W.
Washington, D. C.

Dear Sir:

Our Conference has, as one of its purposes, the work of investigating the moral character and fitness for the practice of law of those attorneys of one state who seek admission to the bar of another. In this connection, we have been asked to report on BIRCH WILWORTH O'NEAL, SR., a member of the bar of Georgia who is applying for admission to the bar of the United States District Court for the District of Columbia.

Mr. O'Neal states he has had the following employment with the Central Intelligence Agency:

February 1947 to March 1947	Central Intelligence Group	Legal Liaison Officer
January 1950 to December 1951	Legal employment with the CIA	
April 1954 to date	Foreign Affairs Officer	

We wish to verify this information with you and to obtain as well any information concerning his qualifications you may wish to present to the admitting authority.

Can you also verify for us the following government employment as given by Mr. O'Neal:

March 1947 to December 1949	Department of State	U. S. Embassy Caracas, Venezuela
December 1951 to April 1954	Department of State	U. S. Embassy Guatemala City, Guatemala

Thank you for your assistance.

Sincerely,

C. R. Locke, Director

CRL:eo

Dupl

14-00000

29 OCT 1968

Mr. C. Richard Locke, Director
National Conference of Bar Examiners
American Bar Center
1155 East 60th Street
Chicago, Illinois 60637

Dear Mr. Locke:

This is in reference to your letter requesting information concerning Mr. Birch Dilworth O'Neal's employment and qualifications.

Mr. O'Neal has been employed by this Agency since 11 February 1947. On two occasions, March 1947 to December 1949 and December 1951 to April 1954, he was detailed to the Department of State.

During the more than 20 years this employee has been with the Central Intelligence Agency, his performance has been consistently high. Mr. O'Neal is one of our senior officials and is highly regarded.

If I can be of further service to you, please do not hesitate to get in touch with me.

Sincerely,

/s/ [illegible]

Robert S. Wattles
Director of Personnel

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OP/EEAB/Post:dag
OD/Pers/RDKenne :mtw (28 Oct 68) - Rewritten

14-00000

SECRET

11 September 1968

MEMORANDUM FOR: Mr. Lawrence R. Houston
General Counsel

SUBJECT: Application for Admission to the Bar of the District of Columbia - Birch D. O'Neal.

1. You recall I spoke to you about my application for admission to the Bar in the District of Columbia. The application has been filed. You have been listed as one of three persons connected with the U. S. Government in the Washington, D. C., area with whom I am personally acquainted and who are familiar with my work in the Department of Justice and other Branches of the U. S. Government. The others are Mr. S. J. Papich of the F.B.I. and Mr. Thomas C. Mann, former Foreign Service Officer with whom I worked, Ambassador, and later President of the Automobile Manufacturer's Association.

2. My application is being considered primarily on the basis of education qualifications as provided in the rules prior to admission to the Bar and reciprocity between the states of Georgia and the District of Columbia on matters of admission. They may not contact you but for your information in case they do, attached are copies of Attachments B, D, E and F of the application for admission which I filed in the District recently. You will note that in the last paragraph of Attachment B that services performed since April 1954 is carried in the capacity of a Foreign Affairs Officer. This had been agreed upon with Central Cover and primarily at their instance and I did not think it would jeopardize my case if, in fact, I could otherwise qualify under the experience provisions of the District rules. In any event, the information herein may be helpful to you in the event you are called upon to respond to an inquiry.

3. I am sending copies of this and the attachments to the Office of Security and Office of Personnel and I should hope that any response from these various elements of the

GROUP 1
Excluded from automatic downgrading and declassification

SECRET

Agency at least would be coordinated with the other respective offices to avoid any confusion and difficulties for me in the course of the investigation which will be made to determine my qualifications for admission to the Bar in the District of Columbia.

BIRCH D. O'NEAL
CI/SIG

Distribution:
Original & 1 - Addressee
1 - Director of Security
(1) - Director of Personnel

Attachments:
As stated.

SECRET

ATTACHMENT B

The following information is provided in response to Item 5, Page 3 of Applicant's Questionnaire and Affidavit:

July 1937 - January 1938, Decatur County Courthouse, Bainbridge, Georgia - associated with father, M. E. O'Neal, Sr. I engaged in the general practice of law and served as assistant to my father in the preparation of civil cases. He was the Solicitor (Prosecuting Attorney) for the City Court of Bainbridge which had general jurisdiction throughout Decatur County. I represented defendants in criminal cases in the City Court of Bainbridge during a period in which my father was ill. My oldest brother, Maston Emmett O'Neal, Jr., presently Congressman from the Second District of Georgia, was Solicitor Pro-Tem of that Court. I represented defendants in criminal cases in the Superior Court of Decatur County (Albany Judicial Circuit) which was and is a Court of unlimited, general, jurisdiction. Practice was both civil and criminal and included contracts, torts, real and personal property law, title searches, etc. I left this practice for the purpose of entering on duty with the U. S. Department of Justice on January 10, 1938 when I became a Special Agent of the Federal Bureau of Investigation. Re- requirements for admission to that service included having a law degree and admission to the bar.

January 1938 - 30 May 1955 - U. S. Department of Justice, 10th Street and Pennsylvania Avenue, N.W., Washington, D. C. During this period I was engaged in gathering evidence, preparing investigative reports and prosecutive summaries, assisting U. S. Attorneys in preparation of cases for trial, and otherwise serving the U. S. Department of Justice in its many and varied peacetime and wartime responsibilities. This involved daily application of legal knowledge and experience for which I had been educated and trained and as required for the government position which I held: I served in field offices at Omaha, Nebraska, Memphis, Tennessee, Charlotte, North Carolina, New York, N. Y., and Albany, New York, as Assistant Special in Charge, and at the Department in Washington, D. C. as an Administrative Assistant to Mr. J. Edgar Hoover. In addition I was designated and served as Legal Attache, American Embassy, Bogota, Colombia, from September 1942 to June 1945. In that capacity I was the highest ranking

ATTACHMENT B (Continued)

ranking representative of the U. S. Department of Justice at that post. My duties consisted of gathering information of interest in and required in the enforcement of laws of the United States and the Republic of Colombia, handling matters requiring liaison between the Government of the Republic of Colombia and the United States Department of [illegible] and counselling the United States Ambassador and [illegible] Secretary of State for American Republic affairs concerning legal matters of concern to Colombia and the United States. From June 1943 to December 19[illegible] I served in Mexico in the same capacity and with the same duties under the U. S. Ambassador, American Embassy, Mexico, D. F. At that post I was also the highest ranking U. S. Department of Justice representative.

June 1946 - February 194[illegible]. In this period I briefly engaged in general practice of law. Primarily I was engaged in writing contracts, bills of sale, deeds, wills and the like. This work was in association with and as a matter of assistance to my father, [illegible] Emmett O'Neal, Sr. whose offices were in the Decatur County Court House, Bainbridge, Georgia. I left this work to reenter U. S. government service at Washington, D. C. where my legal education and experience in liaison with foreign governments and between various departments and independent agencies would be employed to the benefit of our government.

February 1947 - March 1947. In February 1947 I entered on duty with what was known as the Central Intelligence Group, 430 E Street, N.W., Washington, D. C., a government body created by Executive Order which was a predecessor to the Central Intelligence Agency. I was a legal liaison officer with this group.

March 1947 - December 1949. During this period I was detailed to the U. S. Department of State, 20th Street and Virginia Avenue, N.W., Washington, D. C., where I was assigned to the U. S. Embassy, Caracas, Venezuela, as Attache. In that capacity I prepared reports and advised and counselled the U.S. Ambassador on matters of a legal and political nature. In this work I employed legal knowledge, background and experience related to the laws of the United States and the Republic of Venezuela.

ATTACHMENT F (Continued)

January 1950 to December 1951 - Central Intelligence Agency, 2430 E Street, N.W., Washington, D. C. In this period I was assigned to duties involving liaison on legal matters with other departments of the U. S. Government including the Department of Defense, Department of Justice (Immigration and Naturalization Service and Federal Bureau of Investigation) and the Department of State. Criteria for the position included knowledge, application and interpretation of U. S. and foreign laws. The establishment of the position was at the instance of the General Counsel of the Agency and my selection to the position was with his concurrence. The assignment required close working coordination and collaboration with the General Counsel of the Agency and other governmental legal counsel. I discontinued this particular work to enable me to again undertake further assignment with the Department of State as a member of the Foreign Service Staff Corps.

December 1951 - April 1954 - U. S. Department of State, Foreign Service Staff, Washington, D. C. During this period I served as Attache, Political Officer, American Embassy, Guatemala City, Guatemala. In that capacity I gathered information concerning the legal system, laws, and enforcement thereof and counselled and advised the U. S. Ambassador on matters of a legal and political nature. In this work I employed legal knowledge and experience as related to the laws of the United States and the Republic of Guatemala. I resigned from this position in Guatemala to return to the U. S. for personal and family reasons.

April 1954 - to Present - Central Intelligence Agency, 2430 E Street, N.W., Washington, D. C. I have been employed with this Agency since April 1954 as a Foreign Affairs Officer. In that capacity I have had regular, almost daily contact and liaison with the Department of Justice and Department of State representatives on matters of a legal and political nature. My duties involve the application of knowledge and experience in the legal field, both foreign and domestic.

ATTACHMENT D

The following information is provided in response to Item 7, Page [illegible] of Applicant's Questionnaire and Affidavit:

I am and have been since early 1967 self employed on a part time basis as an Investment Counselor with an office at my residence, 5?01 Ridgefield Road, Washington, D. C. 20016 (Montgomery County, Maryland). I am one of two trustees of a charitable trust with offices in my residence but my service to date to the trust is without compensation.

ATTACHMENT 1

[illegible] information is provided in response to Item [illegible], Page [illegible] of Applicant's Questionnaire and Affidavit:

In the [illegible] month of 1957 I directed an application to the [illegible] Examiner of [illegible] Atlanta, Georgia, [illegible] Slaton, [illegible] [illegible] Court [illegible] Georgia [illegible] to the [illegible] State of Georgia.

[illegible] certified by the Board of Law Examiners [illegible] then [illegible] Albany [illegible] on July [illegible] the Clerk of the Superior Court [illegible] Judicial Circuit [illegible] of Decatur that [illegible] Law Examiners [illegible] administered the attorney oath on that day, July [illegible] in the Court Room of the [illegible] of Decatur [illegible], Georgia, by Judge Gardner. The record [illegible] of [illegible] appear in Minute Book [illegible], Page [illegible] in the office of [illegible] Superior Court Clerk, Decatur County, Bainbridge, Georgia. Attached is a copy of the certification [illegible] to the above [illegible] made by the Clerk of the Superior Court, Decatur County, State of Georgia, Mr. [illegible] Plowden on January 15, 1963.

A[illegible]ENT I

The following information is provided in [illegible] to Item 11, P[illegible] of Applicant's Questionnaire and [illegible]

As a member of the State [illegible] of Georgia, and having taken the oath as an attorney in the Superior Court, Decatur County, Georgia, Albany Judicial Circuit, I am entitled to practice law in all Superior and Courts of Limited Jurisdiction in the State of Georgia. I am entitled to the practice of law before the Court of Appeals and the Supreme [illegible] of Georgia [illegible] Court but h[illegible] [illegible] [illegible] before [illegible] courts. [illegible] admission [illegible] Superior [illegible] the State of Georgia which [illegible] and unlimited jurisdiction in that State took place on [illegible] 27, 1957, in the Superior Court of Decatur County, Albany Judicial Circuit, Bainbridge, Georgia.

SECRET

2? NOV 1966

MEMORANDUM FOR : Mr. Birch D. O'Neal,
CI Staff

SUBJECT : Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System

1. I have your memorandum of 27 October 1966 which refers to my memorandum advising you that in the initial screening of personnel eligible to become participants in the CIA Retirement System you have been determined to be ineligible because of an apparent deficiency in "qualifying duty". It is important that you realize that such a deficiency is only significant in the initial review of Agency personnel who have 15 or more years of Agency service since the law permits such persons to acquire at their option a vested interest in the CIA Retirement System. At the same time, the law requires a minimum of 60 months qualifying duty before one can possibly qualify for retirement benefits under the CIA Retirement System. It serves no purpose, therefore, to place a person permanently in the System if there is a possibility that he may never qualify for benefits therein.

2. In paragraph 2 of your memorandum you indicate concern that failure to contest the initial findings in your case may prejudice the possibility of a favorable decision with regard to your eligibility to participate in the CIA Retirement System at some future date. It is assumed that you were referring to the possibility that you may have some additional service that could perhaps be considered as qualifying duty under the System. As noted in paragraph 2 of my memorandum of 28 September 1966, our initial determination of ineligibility does not preclude reconsideration of your eligibility at some future date.

3. As you know, Regulation 20-50 provides for an appeal to the Director of any adverse determination under that regulation. However, the regulation also provides an opportunity for an employee to present his case to the CIA Retirement Board prior to the making of an adverse determination. Because of the large number of employees covered in the initial screening of on-duty employees to identify those eligible for participation in the System, this procedure was not applied when, as in your case, the employee's Career Service reported that he did not meet the requirements of Regulation 20-50 for nomination as a participant. Accordingly, the procedure of notifying employees of their non-eligibility for participation in the System based upon the initial finding of an employee's Career Service has been followed in all such cases. This is contrary to the implication in paragraph 2 of your memorandum that other employees in circumstances similar to yours were not so informed and I would be pleased to look more deeply into that aspect of your memorandum, if you wish.

SECRET [illegible]

4. In the event that you have performed service which you believe to be qualifying duty under the CIA Retirement System, you are most certainly entitled to present the details of such service to the Clandestine Services Career Service Board for review and formal submission to the CIA Retirement Board. A copy of this memorandum will be forwarded to the Executive Secretary of that Board.

/s/ Emmett D. Echols

Emmett D. Echols
Director of Personnel

Distribution:
0 & 1 - Addressee
1 - OPF
1 - D/Pers
1 - Exec.Sec. CIA Retirement Board
1 - C/BSD

OP/BSD/PCBowers:bhd (21 November 1966)

14-00000

SECRET

27 October 1966

MEMORANDUM FOR: Mr. Emmett D. Echols
Director of Personnel

SUBJECT: Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System

1. Reference is made to your memorandum directed to me, dated 28 September 1966, entitled as above, in which it is stated that I may request that my case be formally considered by the CIA Retirement Board and that such request must be made within 30 days of the date of the notification. Other pressing responsibilities have not permitted me to prepare for formal consideration a challenge to the decision of non-eligibility. My request, through the support officer of the Staff to which I am assigned, for a reading on retirement benefits which I might receive should I retire on 31 December 1966 or five years from that date, would not constitute a formal request of a decision as to my eligibility for retirement under the CIA Retirement System. The figures provided me in that connection were simply to serve as a guideline for my own considerations as to possible future retirement.

2. This memorandum is directed to you and to those to whom copies are designated to preclude the expiration of this day, 27 October 1966, without protesting the notification that I must provide certain notification within 30 days of 28 September 1966. I am informed that other officers of CIA who have not qualified for retirement have not in fact been given such notifications and my inquiry concerning possible benefits should not require therefore a formal decision that I am not eligible on any specific basis.

SECRET

14-00000

SECRET

3. I have questions with regard to certain aspects of the law and in respect to my eligibility, and this notification to you at this time is designed to preclude a loss of any right I might have under the law to challenge the decision of non-eligibility as given by you on 28 September 1966.

4. I would appreciate a formal reply acknowledging this communication with a statement as to whether in fact the legal question of eligibility is now before the CIA Retirement Board or any other authority of the Agency, or is not. This request is intended not only for the Director of Personnel to whom it is primarily addressed and from whom such notification of non-eligibility was received, but also is intended for others receiving copies of this memorandum.

Birch D. O'Neal

Birch D. O'Neal

cc: CIA Retirement Board (Attn. Mr. F. DeWald)
CIA Retirement Staff
Mr. Gerald L. Miller, DDP/OS
C/CI Staff
C/CI/Personnel-Support

SECRET

14-00000

SECRET
(When Filled In)

28 September 1966

MEMORANDUM FOR: Birch D. O'Neal

THROUGH : Head of CS Career Service

SUBJECT : Notification of Ineligibility for Designation as a Participant in the CIA Retirement and Disability System

1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the System, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the System may be designated participants as soon as possible.

2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you have 15 years or more of Agency service, but have not as yet performed 60 months of qualifying service as required by regulation. My determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.

3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."

4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the date of this memorandum.

Emmett D. Echols
Emmett D. Echols
Director of Personnel

GROUP 1
Excluded from automatic downgrading and declassification

SECRET

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 26 November 1965

1. SERIAL NUMBER: 58553
2. NAME (Last-First-Middle): O'NEAL, Birch D.
3. NATURE OF PERSONNEL ACTION: PROMOTION
4. EFFECTIVE DATE REQUESTED: MONTH 1 DAY 2 YEAR 1966
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: X V TO V | V TO CF | CF TO V | CF TO CF
7. COST CENTER NO. CHARGEABLE: 6227-~~0000~~ 0170
8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS: DDP / CI STAFF / SPECIAL INVESTIGATION GROUP
10. LOCATION OF OFFICIAL STATION: WASH., D.C.
11. POSITION TITLE: OPS OF-CH
12. POSITION NUMBER: 0022
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 16 ~~4~~ 5
17. SALARY OR RATE: ~~$21,655~~ 22,331
18. REMARKS: CC: Payroll

18A. SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] | DATE SIGNED: 29 ... 65

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE | 20 EMPLOY CODE | 21 OFFICE CODING (NUMERIC, ALPHABETIC) | 22 STATION CODE | 23 INTEGREE CODE | 24 HOURS CODE: 1 | 25 DATE OF BIRTH MO DA YR: 06 01 13 | 26 DATE OF GRADE MO DA YR | 27 DATE OF LEI MO DA YR

28 NTE EXPIRES MO DA YR | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1—CSC, 2—FICA, 3—NONE) CODE | 31 SEPARATION DATA CODE | 32 CORRECTION CANCELLATION DATA TYPE MO DA YR | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE CODE (0—NONE, 1—5 PT, 2—10 PT) | 36 SERV COMP DATE MO DA YR | 37 LONG COMP DATE MO DA YR | 38 CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE | 39 FEGLI/HEALTH INSURANCE CODE (0—WAIVED, 1—YES), HEALTH INS. CODE | 40 SOCIAL SECURITY NO

41 PREVIOUS GOVERNMENT SERVICE DATA CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA: FORM EXECUTED (1—YES, 2—NO), CODE, NO TAX EXEMPTIONS | 44 STATE TAX DATA: FORM EXECUTED (1—YES, 2—NO), CODE, NO TAX EXEMP, STATE CODE

45 POSITION CONTROL CERTIFICATION | 46 OP APPROVAL: [signature] | DATE APPROVED: 29 DEC 65

FORM 6-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14.

United States Department of Justice
Federal Bureau of Investigation
Washington 25, D. C.
May 16, 1957

IN REPLY, PLEASE REFER TO
FILE NO. ________

Office of Personnel
2430 E Street, Northwest
Washington, D. C.

Attention: Personnel Officer

Gentlemen:

In accordance with your request received in this Bureau on May 10, 1957, there is transmitted herewith the Official Personnel Folder of Mr. Birch D. O'Neal.

Very truly yours,

J. E. Hoover

John Edgar Hoover
Director

Enclosure

14-00000

STANDARD FORM 52

REQUEST FOR PERSONNEL ACTION

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.–Miss–Mrs. One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
BIRCH D. O'NEAL	1 June 1913		31 Oct. 55

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.): PROMOTION
B. POSITION (Specify whether establish, change grade or title, etc.):

6. EFFECTIVE DATE
A. PROPOSED: ASAP
B. APPROVED: 6 NOV 1955

7. C.S. OR OTHER LEGAL AUTHORITY:

	FROM		TO
8. POSITION TITLE AND NUMBER	IO-CI-CH BU 22		IO-CI-CH BU-22
9. SERVICE, GRADE, AND SALARY	GS-0136.53-14 $10,965. pa		GS-0136.53-15 $11,610. p.a.
10. ORGANIZATIONAL DESIGNATIONS	DDP/CI Staff Office of the Chief Special Investigation Unit		DDP/CI Staff Office of the Chief Special Investigation Unit
11. HEADQUARTERS	Washington, D.C.		Washington, D.C.
12. FIELD OR DEPARTMENTAL	☐ FIELD ☒ DEPARTMENTAL		☐ FIELD ☒ DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

Approved by Clandestine Services Career Service Board on 26 Oct. 1955
John J. Caldwell
CS/CMO

B. REQUESTED BY (Name and title): S. Herman Horton, Deputy Chief, CI Staff

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension): Howard P. Clifford, X-8537

D. REQUEST APPROVED BY
Signature:
Title:

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5 PT.	10 POINT DISAB.	10 POINT OTHER
X					

14. POSITION CLASSIFICATION ACTION

NEW	VICE	L.A.	REAL.	
				SD:DI

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C.S. RETIREMENT ACT	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 6-2705-27 TO: Same	yes		☐ CLAIMED ☐ PROVED STATE: Ga.

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL	JB	7 Nov 55	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	TST3	2 Nov.	
E.			

F. APPROVED BY: by John J. Caldwell 3 Nov '55

16—87830-8

14-00000

STANDARD FORM 52
PROMULGATED BY THE U.S. CIVIL SERVICE COMMISSION
JANUARY 1950 — FEDERAL PERSONNEL MANUAL CHAPTER R1

REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
Mr. Birch D. O'NEAL	1 June 1913		30 Mar 55

5. NATURE OF ACTION REQUESTED.
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
Reassignment

B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED: 10 Apr 55
B. APPROVED: Bob 8 May 1955

7. C. S. OR OTHER LEGAL AUTHORITY

FROM—		TO—
Area Ops Of (Sta CH), BAF-102-14	8. POSITION TITLE AND NUMBER	IO-CI-CH BU 22-14
GS-0136.01-14 $10,000.00 p.a.	9. SERVICE, GRADE, AND SALARY	GS-0136.53-14 $10,000.00
DDP/WH	10. ORGANIZATIONAL DESIGNATIONS	DDP/CI Staff Office of the Chief Special Investigation Unit
Guatemala City, Guatemala	11. HEADQUARTERS	Washington, D.C.
[XXX] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[ ] FIELD [XXX] DEPARTMENTAL

36

A. REMARKS (Use reverse if necessary)

Please transfer all leave and pay records from unvouchered to vouchered.
Verbal concurrence for WH by Phil Bowers 1 April 55

B. REQUESTED BY (Name and title)
S. Herman Horton, Dep. Chief, CI Staff

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
Howard P. Clifford, 2351

D. REQUEST APPROVED BY
Signature: Howard P. Clifford
Title: Admin Off. ~~Dep. Chief~~, CI Staff

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5 PT.	10 POINT DISAB	10 POINT OTHER
X					

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I.A.	REAL.	
				SD:DI

15. SEX: M
16. RACE: W
17. APPROPRIATION FROM: 6-3560-55-058 TO: 5-2705-27
18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)
19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
20. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED STATE: Ga.

21. STANDARD FORM 50 REMARKS
Conc 4/14/55 Beers pum
E date OK per Mr. Clifford 4/12/55 vam

22. CLEARANCES	INITIAL OR SIGNATURE	DATE
A.		
B. CEIL. OR POS CONTROL	BH	4/26/55
C. CLASSIFICATION		
D. PLACEMENT OR EMPL.	L	4-8-55
E.		

REMARKS:
APPROVED BY
FI CAREER SERVICE BOARD
DATE: APR 5 1955

F. APPROVED BY
Robert G. Stricklin by John J. Caldwell 12 April 1955

10—57320-2

14-00000

SECRET

APPLICATION FOR MEMBERSHIP in the CAREER STAFF of the CENTRAL INTELLIGENCE AGENCY

To the Director of Central Intelligence

Sir:

I submit herewith my application for membership in the Career Staff of the Central Intelligence Agency as defined below:

"The Career Staff of the Central Intelligence Agency is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Agency, and who intend to make a career with the Agency."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Central Intelligence Agency, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Central Intelligence Agency. I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Agency, and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Central Intelligence Agency.

MEMBERSHIP IN THE CAREER STAFF OF THE CENTRAL INTELLIGENCE AGENCY APPROVED, TO TAKE EFFECT 1 JUL 1954

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:
EXECUTIVE DIRECTOR
THE CIA SELECTION BOARD

Birch D. O'Neal
(Signature)

18 October 1954
(Date)

SECRET

25 June 52

MEMORANDUM FOR: Special Assistant, Intelligence
Department of State

SUBJECT : O'NEAL, Birch Dilworth
Transmission of Affidavit for Leave Purposes
~~Forms~~

REFERENCE : Memorandum for Mr. W. Park Armstrong, Jr.
from this office, subject, O'NEAL, Birch
Dilworth, Request for Appointment in the
Foreign Service dated 1 October 1951

Attached hereto is original of affidavit for leave purposes form, marked #1, which was completed by subject at his post, American Embassy, Guatemala City, Guatemala, and forwarded to this office for transmission to the Department of State. This action has been taken in the interest of security, so that subject's connection with this Agency will not appear in the Embassy's administrative files. There is also attached, for informational purposes only, the original of the copy which has been filed with the Embassy, marked #2, which does not show any CIA employment.

LYMAN B. KIRKPATRICK
Assistant Director

Attachments: a. Affidavit for Leave Purposes form #1

b. Affidavit for Leave Purposes form #2

14-00000

SECRET
Security Information

7 May 1952

MEMORANDUM FOR: Liaison Control
Attention: Col. Gaynor

SUBJECT: Transmission of Affidavit forms - Birch D. O'NEAL

It is requested that the attached memorandum be sent to the Department of State, without delay, in order to prevent the Department from communicating with the Embassy at Guatemala City, regarding the leave status of this employee and thereby jeopardizing his security. There has already been some delay while your office determined whether or not this procedure was in accordance with Integration policy.

J. Caldwell King
Chief, WH

Attachment: Memorandum for Department of State
Orig & 5 copies

SECRET
Security Information

14-00000

OFFICIAL COMMUNICATIONS TO THE SECRETARY OF STATE WASHINGTON 25, D.C.

DEPARTMENT OF STATE
WASHINGTON

File

December 4,1951

Central Intelligence Agency,
Washington, D.C.

Gentlemen:

In accordance with the provisions of Chapter RI-35 of the Federal Personnel Manual, it is requested that the official personnel file and leave record of Birch Dilworth O'Neal, Legal Liaison Officer who e.o.d. December 3,1951 with this agency, date of birth June 1,1913, employed by your agency from December, 1949 to 1951 at Washington, D.C. be forwarded to the following address at the earliest practicable date:

Department of State,
Division of Foreign Service Personnel Records,
Room600-A, SA-12,
Washington 25. D. C.

Very truly yours,

Howard Mace

Chief, Field Operations Branch
Division of Foreign Service Personnel

PER:FP: nn

051-534
51

14-00000

Form FS-349 'A' Nov. 27, 1951

File
in JC

2A

O'Neal, Birch D. June 1, 1913 PL 724 79th

FSS

Indefinite Appointment EO 10180 12/3/51 12/3/51

Political Officer

Attache

Guatemala City

FSS-3 $8481

2A 5011

GT-20

x

Indef

x x

x

Male Married - 2 Georgia

Items: a, b, c, d, i(61a)

Standard Forms 85 and 87 executed 12/3/51

Dependents: Birch Dilworth O'Neal, Jr., son, dob 7/16/47
Melinda Pauly O'Neal, daughter 6/12/50
Frances Paul O'Neal - wife

Authorize travel for appointee from Washington, D. C. to Guatemala City.
Family direct from Washington, D. C. to Guatemala City.

Shipment of effects from Washington, D. C. and Bainbridge, Georgia to Guatemala City.

No reserve status.

SECRET

1 October 1951

MEMORANDUM FOR: THE SECRETARY OF STATE

ATTENTION : Mr. W. Park Armstrong, Jr.

SUBJECT : O'NEAL, Birch Dilworth, Request for Appointment in the Foreign Service

ENCLOSURE : a. Application Forms DSP-34

b. Medical Forms 88 and 89

c. Occupational History Supplement

1. It is requested that Mr. Birch Dilworth O'Neal be appointed in the Foreign Service with the title of First Secretary, FSR-3, $8,330.00, for duty in the American Embassy at Guatemala City, Guatemala. Mr. O'Neal will receive from CIA a basic salary of $8,800.00 per annum.

2. Mr. O'Neal, who is 38 years of age, received his A.B. and LL.B. Degrees from the University of Georgia. He has had approximately thirteen years experience as an attorney, investigator, and intelligence officer in Government service. From September 1942 to August 1943 he was Legal Attache in Bogota, where he was responsible for all FBI activities in Colombia. From August 1943 to December 1944 he was Civil Attache in Mexico City, Mexico, where he was responsible for all FBI activities in Mexico, having under his supervision more than fifty special agents of the FBI. From March 1947 to December 1949 he served as Attache in Caracas, Venezuela, where he was OSO station chief, having as his responsibility all CIA activities in Venezuela. Since December 1949 Mr. O'Neal has served in a very responsible position at CIA headquarters in Washington, in which position he has represented the Director of Central Intelligence in liaison with all other Government agencies in connection with all matters relating to aliens of interest to CIA. It is believed that Mr. O'Neal possesses the professional qualifications for the duties planned for him and, in addition, has the cultural qualifications required of an American representative serving abroad.

SECRET

3. A commissioned title as First Secretary is requested for Mr. O'Neal in order that he may be enabled to carry out his duties in a secure and efficient manner. The use of a commissioned title in this instance, which has been discussed at length with appropriate offices of ARA, is believed necessary in order to make possible the appearance of a complete break between Mr. O'Neal and the previous OSO station chief, and in order to provide him with adequate cover which will integrate him completely into the Embassy in a country whose present Government is noticeably hostile and vigilant with regard to American intelligence activities. It is proposed that Mr. O'Neal will serve in the Political Section of the Embassy. He will replace Mr. Collins D. Almon, who returned to the United States in March 1951.

4. The proposed biography for Mr. O'Neal will be forwarded at a later date.

5. It is requested that subject arrive at his destination on or about 15 November 1951.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

/s/ Harry W. Little, Jr.
LYMAN B. KIRKPATRICK
Acting Assistant Director

WH/WMW/cap
Distribution: Orig & One to Addressee
cc: OS/PDC
LCO
WH Front Office Files
WH Admin Office

14-00000

Norris 10-24-51 Payroll Desk

PERSONNEL ACTION REQUEST

REGISTER NO. 7472 10/3/51

NAME: O'NEAL, Birch D.	REQUESTED EFFECTIVE DATE: 2[illegible] Sept 1951 COB
NATURE OF ACTION: Resignation *	WHEN LEAVING (VOUCHERED) LAST WORKING DAY: EMPLOYEE'S SIGNATURE: Birch D. O'Neal
FROM	TO
TITLE: Intelligence Officer (Chief, Alien Affairs) ~~Officer,~~ GS-14	
GRADE AND SALARY: GS-14, $[illegible] per annum (130)	
OFFICE:	
DIVISION: ~~I & S~~ Inspection + Security Staff	
BRANCH AND SECTION: Alien Affairs Branch Security Control Staff	
OFFICIAL STATION: Washington, D. C.	
DEPARTMENTAL ☒ FIELD ☐	DEPARTMENTAL ☐ FIELD ☐

REMARKS:

* To accept other employment

Please transfer leave to unvouchered funds.

for ACMR: [signature]

RECOMMENDED:

6 August 1951 (DATE) — [signature] (SIGNATURE OF OFFICE CHIEF, DIVISION CHIEF OR ADM. OFFICER)

FOR USE OF PERSONNEL ONLY

PLACEMENT	TRANSACTIONS AND RECORDS
DATE QUALIFICATIONS APPROVED	APPROPRIATION: 2123900
CLEARANCE REQUESTED: DATE / TYPE — CLEARANCE APPROVED: DATE / TYPE	ALLOTMENT: 7101
DATE / SIGNATURE	C. S. C. AUTHORITY: Schedule A-6-116(A)
	DATE SIGNATURE: 10-2[illegible]-51 SIGNATURE: M. Meier
CLASSIFICATION MM	PERSONNEL RELATIONS: DATE 10.19.51 SIGNATURE [signature]
BUREAU NO. 5625 C. S. C. NO. DATE APPROVED 6-9-50	☒ SUBJECT TO SECURITY CLEARANCE
NEW / VICE ✓ / I. A. / REAL	APPROVALS: DATE / SIGNATURE OF EXECUTIVE
DATE / SIGNATURE	DATE 9/5/51 SIGNATURE OF DIVISION CHIEF [signature]
EFFECTIVE DATE	

FORM NO. 37-3 JUL 1950

U. S. GOVERNMENT PRINTING OFFICE 10—62400-1

10-23-51 Joseph B. Ryan [signature]

14-00000

C
O
P
Y

SMITH, LEACH & ANDERSON
Lawyers
Security Bank Building
Raleigh, North Carolina

Willis Smith
Oscar Leach
John H. Anderson, Jr.
J. K. Dorsett, Jr.
Willis Smith, Jr.

September 26, 1951

Mr. Birch D. O'Neal
4703 Crescent Street, N. W.
Washington 16, D. C.

Dear Mr. O'Neal:

Several days ago I had a call from your agency advising me that an existing vacancy must be filled by November 1, and that a definite commitment was necessary by October 1. Actually I had intended to be in Washington during the early part of September for a further talk with you, but two court trials have prevented this.

If convenient to you, I would like to see you in Washington this coming Monday morning, October 1. If that day happens to be inconvenient, please telegraph or telephone me collect. I will assume this time to be agreeable unless I hear to the contrary.

I certainly appreciate the necessity for a positive commitment on my part, and will be prepared to give a definite answer when I am in Washington. Since our talk last June, quite a few personal complications have arisen, which I have been attempting to resolve.

With kind personal regards,

Sincerely yours,

/s/ J. K. Dorsett, Jr.

JKDjr/h

Mr. Dorsett conferred with the writer and Col. Sheffield Edwards on 1 October. He was still in a position of not being able to state that he would enter on duty on 1 November 1951. He mentioned various personal reasons and the necessity of conferring with his father-in-law Senator Willis Smith. He later called me at my home at 9:00 PM 1 October 1951 and stated he could not enter on duty 1 November 1951, but he continued to be interested in the job and would probably be in contact with Col. Edwards in the spring of 1952 to determine if there continued to be a vacancy in which he could be placed.

/s/ Birch D. O'Neal
Alien Affairs Officer
FSC
2 October 1951

14-00000

SECRET

10 September 1951

MEMORANDUM FOR THE OVERSEAS SECTION, PDC

SUBJECT: Request for Appointment, Birch D. O'[illegible]

It is requested that the Overseas Section, Personnel Division Covert, take the necessary steps to obtain a Foreign Service appointment for the following employee:

a. Name: Birch D. O'[illegible]

b. Station of Assignment: Guatemala City, Guatemala

c. Foreign Service title requested: First Secretary

d. Employee is a replacement for Collins D. [illegible], who held the title of Attache at Guatemala City, Guatemala.

e. Availability date for departure: 15 October 1951

The Guatemala City station has been without a Chief for six months. The appointment being requested is desired to strengthen the cover of our representative.

[illegible]

Attachments: [illegible] ([illegible])

SECRET

14-00000

D R A F T

PROPOSED BIOGRAPHY

O'NEAL, Birch Dilworth.—b. Bainbridge, Ga., June 1, 1913; U. of Ga., A.B. 1935; U. of Ga., Law Sch., LL.B. 1937; atty. pvt. prac., 1937-38; atty., Dept. of Justice, 1938-42; to the Dept. of State, att., Mexico City, D. F. and Bogota, Colombia, 1942-45; atty., self 1946-47; to the Dept. of State, att., Caracas, 1947-49; legal officer, Dept. of Defense 1949-51; married.

14-00000

SECRET

ad 1081

6 August 1951

MEMORANDUM

TO: Chief, Administrative Staff

SUBJECT: Reclassification of Chief of Station Slot in Guatemala City

1. It is requested that the chief of station's slot in Guatemala City, Guatemala be reclassified ~~from GS-13 to GS-14.~~

2. The Western Hemisphere Division has been advised by the Department of State that Guatemala is to receive priority attention from this Division.

3. Accordingly, WHD desires to have its station in Guatemala City headed by a high-caliber individual in order that our program for that country be implemented as soon as possible.

4. Mr. Birch D. O'Neal, GS-14, will be processed as Chief of Station for Guatemala City. It would be of great assistance to this Division if the reclassification of the slot could be effected as soon as possible.

[illegible] JR.
ADDA

Approved - Austin J. Thomson
asst Chief Class + Wage
4 Sept 51
([illegible])

Orig in
Class & Wage
div.

SECRET

STANDARD FORM NO. 64

SECRET

Office Memorandum • UNITED STATES GOVERNMENT

TO : Assistant Director/Special Operations DATE: 13 February 1951

FROM : Security Officer

SUBJECT: O'NEAL, Birch D.

Reference to your memorandum concerning return to duty of Subject sometime prior to 1 December 1951, this office will endeavor to comply with your proposals. I might say that Mr. O'Neal has done a superior job as Alien Affairs Officer for the Agency. There has been some thought given to transferring the Alien Affairs Branch from I&S to the immediate office of Mr. Dulles, and it is impossible to give a positive guarantee of his availability, which in that case would be dependent upon Mr. Dulles' decision.

I feel, however, that OSO could at least tentatively plan along the line of your proposal. The cooperation of the ADSO and Chief, FDT, in making Mr. O'Neal available has been sincerely appreciated.

SHEFFIELD EDWARDS
Colonel, GSC

SECRET

14-00000

PERSONNEL ACTION REQUEST

REGISTER NUMBER

NAME: O'NEAL, Birch D.	REQUESTED EFFECTIVE DATE: ASAP 9-17-50
NATURE OF ACTION: Promotion	WHEN LEAVING (VOUCHERED) LAST WORKING DAY: EMPLOYEE'S SIGNATURE:

	FROM:	TO:
TITLE	Intelligence Officer (Chief, Alien Affairs) GS-13	Intelligence Officer (Chief, Alien Affairs) GS-14
GRADE AND SALARY	GS-13 --$7800.00 p.a. (130)	GS-14 -- $8800.00 p.a.
OFFICE	Inspection & Security Staff	Inspection & Security Staff
DIVISION	Security Control Staff	Security Control Staff
BRANCH AND SECTION	Alien Affairs Branch	Alien Affairs Branch
OFFICIAL STATION	Washington, D. C.	Washington, D. C.
	DEPARTMENTAL [X] FIELD [ ]	DEPARTMENTAL [X] FIELD [ ] 130

REMARKS:

The requirements of Administrative Instruction 20-1 dated 9 December 1949 have been met.

Entered PERM 8/31/50

RECOMMENDED:

25 August 1950
DATE

CHIEF, INSPECTION & SECURITY STAFF
SIGNATURE OF OFFICE CHIEF, DIVISION CHIEF OR ADM. OFFICER

FOR USE OF PERSONNEL ONLY

PLACEMENT	
DATE QUALIFICATIONS APPROVED	9-5-50
CLEARANCE REQUESTED: DATE / TYPE	CLEARANCE APPROVED: DATE / TYPE
DATE	SIGNATURE

CLASSIFICATION		
BUREAU NO. 5625	C.S.C. NO.	DATE APPROVED 6-9-50
NEW	VICE ✓	I.A. / REAL
DATE 8-30-50	SIGNATURE [signature]	
EFFECTIVE DATE		

TRANSACTIONS AND RECORDS	
APPROPRIATION:	2115900
ALLOTMENT:	161-101
CSC AUTHORITY:	Sch A-6.116(b)
DATE SIGNATURE 9-18-50	SIGNATURE [initials]

PERSONNEL RELATIONS	
DATE	SIGNATURE

APPROVALS [ ] SUBJECT TO SECURITY CLEARANCE	
DATE 15 Sept 50	SIGNATURE OF EXECUTIVE: R. T. Shannon
DATE 1 Sept. 50	SIGNATURE OF DIVISION CHIEF: Robert G. Strickland

FORM NO. 37-3
NOV 1949

14-00000

Sec. 4-30-50

PERSONNEL ACTION REQUEST

NAME O'NEAL, Birch D.	REQUESTED EFFECTIVE DATE ~~17 April 1950~~ 6/11/50
NATURE OF ACTION ~~New Appointment~~ Transfer to Reassignment	WHEN LEAVING (WOP HERE'S) LAST WORKING DAY: EMPLOYEE'S SIGNATURE:

FROM	TO
TITLE Intelligence Officer (Chief)	INTELLIGENCE OFFICER (Chief, Alien Affairs) GS-13
GRADE AND SALARY GS 13 7800.00 per annum	GS-13 $ 7800.00 p.a.
OFFICE 050	Inspection and Security Staff
BRANCH FBT	Alien Affairs
DIVISION AND SECTION East Coast Branch	Security Control Staff
OFFICIAL STATION Wash. D.C.	Washington, D. C.
DEPARTMENTAL ✓ FIELD	DEPARTMENTAL X FIELD 130

REMARKS:

Reviewed 6/13/50

RECOMMENDED:

12 April 1950
DATE

Col. Sheffield Edwards, Chief, I & S Staff
SIGNATURE OF OFFICE CHIEF, BRANCH CHIEF OR ADM. OFFICER

FOR PERSONNEL OFFICE USE ONLY

PLACEMENT	TRANSACTIONS AND RECORDS
DATE QUALIFICATIONS APPROVED RR Hogan 6-9-50	APPROPRIATION: 2105900
CLEARANCE REQUESTED: DATE / TYPE — CLEARANCE APPROVED: DATE / TYPE	ALLOTMENT: 160-101
	CSC AUTHORITY: Schedule A-6.116 (b)
DATE / SIGNATURE	DATE SIGNATURE 6/19/50 SIGNATURE [illegible] Pitts
CLASSIFICATION	PERSONNEL RELATIONS DATE / SIGNATURE
BUREAU NO. 5626 C.S.C. NO. DATE APPROVED 6/9/50	APPROVALS [ ] SUBJECT TO SECURITY CLEARANCE
NEW / VICE x / I.A. / REAL	DATE 6.20 SIGNATURE OF EXECUTIVE W. J. Kelly Lindsay 6.20
DATE 6/9/50 SIGNATURE [illegible] per [illegible]	DATE 6.9.50 SIGNATURE OF PERSONNEL OFFICER [illegible]
EFFECTIVE DATE	

FORM NO. 37-3
JUL 1949

19 April 1950

TO : Violet Pitts, Personnel Div, North Building

FROM : H. E. Eisener, Employees Div, "L" Building

SUBJECT : Transmittal of 37-3 and Personnel Folder

Transmitted herewith is the personnel folder of Mr. Birch D. O'Neal.

Attached is a 37-3 from I&S placing Mr. O'Neal in one of their slots, the T/O of which Employees Division does not carry.

SECRET — CONFIDENTIAL — RESTRICTED

ENTRANCE ON DUTY RECORD

DATE	21 March 1950
TO: OSO, FDT	BUILDING: L — ROOM:
FROM: PERSONNEL OFFICER	EOD DATE: 20 March 1950
NAME OF EMPLOYEE	O'Neal, Birch D.
POSITION TITLE: Intell. Officer	GRADE: GS-13 — SALARY: $7800.00
PAYROLL: Vouchered	DUTY STATION: Washington, D. C.
DATE SECURITY CLEARED: Concurrence 10 March 1950	DATE OATH OF OFFICE ADMINISTERED: 20 March 1950
DATE PERMANENT IDENTIFICATION REQUESTED: N. A.	DATE FINGERPRINTED: N. A.
DATE BRIEFED BY SECURITY: N. A.	DATE OF PHYSICAL EXAMINATION: N. A.
DATE 24 MONTH AGREEMENT SIGNED: N. A.	
EMPLOYEE'S EMERGENCY ADDRESS	Mrs. Birch D. O'Neal 4703 Crescent N. W. Washington, D. C. OL. 0821
EMPLOYEE'S LOCAL ADDRESS	Same as above

REMARKS:

Subject transferred from Unvouchered to Vouchered Funds.

POSTED
21 Mar 52

SIGNATURE OF PERSONNEL OFFICER

FORM NO. 37-75
DEC 1949

RESTRICTED — CONFIDENTIAL — SECRET

File

PERSONAL STATUS REPORT

FULL NAME	FIRST	MIDDLE	LAST	DATE
MR. [✓] MRS. [ ] MISS [ ]	BIRCH	DILWORTH	O'NEAL	21 March 1950

HOME ADDRESS — STREET AND NUMBER	CITY	STATE	COUNTRY	HOME TELEPHONE
4703 CRESCENT ST. N.W.	WASH.	D.C.	USA	OL-0821

PRESENT ASSIGNMENT

DIVISION	BRANCH	OFFICE
OSO	FDT	EAST COAST

MARITAL STATUS

NAME OF SPOUSE	FIRST	MIDDLE (OR MAIDEN)	LAST
	FRANCES	PAULY	O'NEAL

ADDRESS — STREET AND NUMBER	CITY	STATE	COUNTRY
4703 CRESCENT ST. N.W.	WASHINGTON	D.C.	USA

DATE OF BIRTH	PLACE OF BIRTH CITY	STATE	COUNTRY	CITIZENSHIP
APRIL 30 1920	GLENPOOL	OKLA.	USA.	U.S.A

NAME OF FATHER-IN-LAW

FIRST	MIDDLE	LAST	LIVING / DECEASED
FRANK	ROBERT	PAULY	LIVING [✓] DECEASED [ ]

PRESENT OR LAST ADDRESS — STREET AND NUMBER	CITY	STATE	COUNTRY
220 EAST 27TH PLACE	TULSA	OKLA	USA

DATE OF BIRTH	PLACE OF BIRTH CITY	STATE	COUNTRY	CITIZENSHIP
2/4/92	EDMOND	OKLA	USA	USA.

NAME OF MOTHER-IN-LAW

FIRST	MAIDEN	LAST	LIVING / DECEASED
GRACE	MERCHANT	PAULY	LIVING [ ] DECEASED [ ]

PRESENT OR LAST ADDRESS — STREET AND NUMBER	CITY	STATE	COUNTRY
220 EAST 27TH PLACE	TULSA	OKLA.	USA.

DATE OF BIRTH	PLACE OF BIRTH CITY	STATE	COUNTRY	CITIZENSHIP
8/4/91	LAFAYETTE	IND.	USA	USA.

EMERGENCY ADDRESSEE

NAME	FIRST	MIDDLE	LAST	TELEPHONE
MRS.	BIRCH	D.	O'NEAL	OL-0821

ADDRESS — STREET AND NUMBER	CITY	STATE	COUNTRY
4703 CRESCENT ST. N.W.	WASH.	D.C.	USA

SIGNATURE OF SUPERVISOR	SIGNATURE OF EMPLOYEE
[signature]	Birch D. O'Neal

FORM NO. 38-17
APR 1947

(607)

14-00000

PERSONNEL ACTION REQUEST

REGISTER NUMBER 708

NAME: O'NEAL, Birch D.

REQUESTED EFFECTIVE DATE: 20 March 1950

NATURE OF ACTION: Excepted Appointment

WHEN LEAVING (VOUCHERED) #2072

LAST WORKING DAY:

EMPLOYEE'S SIGNATURE:

	FROM	TO
TITLE		Intelligence Officer (Chief) GS-13
GRADE AND SALARY		GS-13 $7800.00 per annum
OFFICE		OSO
BRANCH		FDT
DIVISION AND SECTION		East Coast Branch
OFFICIAL STATION		Washington, D. C.
	DEPARTMENTAL ☐ FIELD ☐	DEPARTMENTAL ☒ FIELD ☐

REMARKS: 130

S-1 Please transfer leave from UV funds.

Security concurrence requested 7 March 1950

Previously employed with the Executive Department of the Government as GS-13, $7800.00 per annum.

RECOMMENDED:

6 March 1950
DATE

SIGNATURE OF OFFICE CHIEF, BRANCH CHIEF OR ADM. OFFICER

FOR PERSONNEL OFFICE USE ONLY

PLACEMENT

DATE QUALIFICATIONS APPROVED: D. C. Clinkscale 13 March 50

CLEARANCE REQUESTED		CLEARANCE APPROVED	
DATE	TYPE	DATE	TYPE

DATE | SIGNATURE

CLASSIFICATION

BUREAU NO.	C.S.C. NO.	DATE APPROVED
1485	1441	10/11/47

NEW	VICE	I.A.	REAL
		✓	

DATE: 9 Mar. 50 SIGNATURE: Austin J. Thomas per Fry

EFFECTIVE DATE

TRANSACTIONS AND RECORDS

APPROPRIATION: 2105901
ALLOTMENT: 350-106
CSC Authority: Sch A 6.11(d)

DATE SIGNATURE: 3-16-50 SIGNATURE: L. a. quin

PERSONNEL RELATIONS
DATE | SIGNATURE

APPROVALS ☐ SUBJECT TO SECURITY CLEARANCE

DATE | SIGNATURE OF EXECUTIVE

DATE: 14 Mar | SIGNATURE OF PERSONNEL OFFICER

FORM NO. 37-3
JUL 1949

File 98

UNCLASSIFIED

CONTROL
885

UNCLASSIFIED • NO STENCIL • NO DISTRIBUTION

March 9, 1950

AMEMBASSY,

CARACAS.

A-66

The assignment of Attaché Birch D. O'Neal, CV-1003, to your Mission has been cancelled.

PER:FP:LESSURE:eb
3-7-50

UNCLASSIFIED

14-00000

SECRET

file
gs

2

MAR 1 1950

6.

MEMORANDUM FOR THE SECRETARY OF STATE

ATTENTION: Mr. W. Park Armstrong, Jr.

Subject : Cancellation of Foreign Service Title of Attaché at Caracas for Mr. Birch D. O'Neal

1. This is to advise you that Mr. Birch D. O'Neal, CIA representative who has been serving at Caracas, Venezuela with the Foreign Service title of Attaché, has returned to the United States. It is requested, therefore, that his Foreign Service title be cancelled.

ROBERT A. SCHOW
Assistant Director

Attachment: Diplomatic Passports No. 210 and No. 211

POSTED
JK 7 Mar 50

SECRET

14-00000

VIA: Air
Air or Sea

CONFIDENTIAL
Classification

DISPATCH NO. TVC-A-778

DATE 29 November 1949

TO : Chief, Foreign Division T

FROM : Chief of Station, Caracas

SUBJECT: General Administrative
Specific ~~Vincent B. Ogden~~

Birch D. O'Neal

1. With reference to the above employee, you are advised that his present travel plans on permanent change of station to Washington, D.C., are as follows:

13 December 1949			Depart Caracas, Venezuela, via Alcoa Steamship Line
19	"	"	Arrive Mobile, Alabama, at 7 a.m.
19	"	"	Depart Mobile via air at 10:30 a.m.
19	"	"	Arrive Tulsa, Oklahoma

In Tulsa he can be contacted by letter or telegram directed to him at 220 East 27th Place. He expects to obtain an automobile in Tulsa and proceed to his home address via car on or about 10 January 1950. He can be reached through his home address until approximately 17 February, at which time he expects to depart by car for Washington, D.C., and report for duty 20 February 1950.

2. This proposed schedule of travel is in line with approved sixty days' calendar leave plus travel time.

VBO:JIH

Vincent B. Ogden
Vincent B. Ogden

CONFIDENTIAL
Classification

14-00000

905 d
(See Note 13, Par. a of Consular Regulations)

PERSONNEL REPORT ON REPRESENTATIVES OF OTHER DEPARTMENTS ABROAD

COPY

Name of officer ... Birch D. O'Neal

Title ... Attaché

Post ... American Embassy, Caracas

Mr. O'Neal has done extremely satisfactory work since he has been here and I wish to reiterate the satisfaction shown respecting him in Mexico City by stating that I am very happy that he is not to be transferred but is to remain another year in Caracas.

He has been exceptionally helpful to the Embassy, and his level head and good sense have been of extreme usefulness.

Both he and his wife are extremely well liked by their colleagues in the Embassy and by the Venezuelan and American Communities.

COPY

16--43677-1

(Over)

CONFIDENTIAL

CONFIDENTIAL

26 January 1969

MEMORANDUM

TO : Deputy Budget Officer

FROM : Deputy Personnel Officer

SUBJECT: Foreign Post Differential

1. In accordance with Part 325, Sub-Chapter B, Chapter III, Title 5, Code of Federal Regulations,

Birch D. O'Neal

is eligible to receive foreign post differential pay as prescribed by regulations.

George E. Nelson
Deputy Personnel Officer

CONFIDENTIAL

CONFIDENTIAL

SECRET

CARACAS
SPECIAL OPERATIONS
COPS 1
ADSO 2-3, FBT 4-5, PERS 6

ROUTINE
13 MAY 49
OUT 81388

WASH 3578

TO: CARA CITE: WASHF

RE: CARA 546 (IN 31421) AND CARA 547 (IN 31483)

EYES ALONE - VINCENT B. OGDEN

1. GAGE NOT CONSIDERED SUITABLE TO ACT AS STATION CHIEF FOR PROLONGED PERIOD.

2. TIME WILL NOT PERMIT OGDEN TAKING HOME LEAVE IN ADDITION TO NECESSARY 30 DAYS TDY HERE PRIOR TO GAGE'S DEPARTURE.

3. FOR THESE REASONS DESIRE OGDEN POSTPONE HOMELEAVE UNTIL AFTER CRIMMINS HAS BECOME WELL INDOCTRINATED.

Rudolph O'Neal

W.G. THARP RSW JSR DDEB WM. M. WHEELER

0119Z 14 MAY 49

SECRET

ADDRESS OFFICIAL COMMUNICATIONS TO
THE SECRETARY OF STATE
WASHINGTON 25, D. C.

DEPARTMENT OF STATE
WASHINGTON

In reply refer to
FC - LEN

May 17, 1948

SECRET

To: Donald H. Galloway, Esquire,
Assistant Director,
Central Intelligence Agency.

From: Jack D. Neal,
Chief, Division of
Foreign Activity Correlation.

Reference is made to your memorandum dated May 7, 1948 regarding Mr. Birch D. O'Neal.

The Embassy at Caracas has been notified by telegram May 14, 1948 that Mr. O'Neal's travel from Caracas to Habana and return for conference approximately May 19, 1948 is authorized by travel order No. 8-9649, May 4, 1948, chargeable allotment Z-137295.

SECRET

14-00000

SECRET

(6)

MAY 7 1948

MEMORANDUM FOR THE SECRETARY OF STATE

ATTENTION: Mr. Jack D. Neal

Subject : Clearance for Travel for Mr. Birch D. O'Neal

1. This memorandum is to confirm the telephone conversation between Mr. Neal's office and Mr. Green's office on 4 May 1948 at which time verbal clearance was obtained for Mr. Birch D. O'Neal, presently serving as Attaché of the American Embassy at Caracas, Venezuela, to proceed to Habana, Cuba for conference purposes.

2. Mr. O'Neal will arrive in Habana on or about 19 May 1948 and will return to his post at Caracas upon completion of the conference in Habana.

ALAN R. McCRACKEN
Acting Assistant Director

SECRET

14-00000

5513

23 January, 1948

MEMORANDUM

TO : Chief Personnel Division, OSO
via Executive Secretary for Information of
Assistant Director, Special Operations

FROM : Acting Chief, FBT

SUBJECT: Recognition of Service - Birch D. O'Neal

1. In compliance with S.O. Circular No. 46, Recognition of Service, the following information is submitted for your observation and for inclusion in the personnel file of Mr. Birch D. O'Neal.

2. A State Department dispatch, dated 11 December, 1947, from Walter J. Donnelly, American Ambassador, Caracas, Venezuela to the Secretary of State, read as follows:

"I have the honor to forward herewith three photostatic copies of a memorandum prepared by a controlled American source entitled "The Communist Movement in Venezuela."

"I consider this memorandum an excellent piece of work which is particularly useful in that it brings together in a brief scope the essential facts regarding the development of Communism in this country and gives the names of the principal Communist leaders. Attention is invited especially to page 7 of the memorandum which gives the campaign platform that the Communist Party is using in the election scheduled to be held December 14, 1947."

3. Mr. Birch D. O'Neal, chief of FBT's station in Caracas, prepared the memorandum mentioned in Ambassador Donnelly's dispatch.

1/27/48

Splendid.
Place in O'Neal file

John A. Cleveland

John A. Cleveland
Acting Chief, FBT

SECRET

14-00000

10 March 1947

NOTE TO FILES:

The following officials are approved for the Group II classification for overseas quarters, under provisions of Bureau of the Budget Circular A-8, and CIG Administrative Order No. 31.

William B. Caldwell	CAF-12	Chief of Station, Santiago, Chile
Robart Spalding	CAF-2	Chief of Station, Lima, Peru
Justin O'Donnell	CAF-12	Chief of Station, La Paz, Bolivia
Albert R. Haney	CAF-12	Chief of Station, Quito, Ecuador
✓Birch D. O'Neal	CAF-12	Chief of Station, Caracas, Venezuela

WED

SECRET

5 March 1947

ADDENDUM TO TRANSFER LETTER DATED 28 FEBRUARY 1947

TO: Birch D. O'Neal

1. Authorization is granted for the crating and shipping of your personal car at the expense of this organization in accordance with an agreement dated 25 February 1947. The weight of such automobile will not be deductable from the total weight allowed for personal and household effects.

(Signed) Donald H. Galloway
(Approving Officer)

SECRET

14-00000

SECRET

3 March 1947

MEMORANDUM FOR THE DIRECTOR, CENTRAL INTELLIGENCE:

SUBJECT: CIG Administrative Order No. 31

1. CIG Administrative Order No. 31, dated October 31, 1946, makes provision for Group II classification for civilian employees who are Chiefs of Missions or principal officers directly subordinate to Washington, D.C. The Order specifies that these officials will fall in grades CAF-13 or P-6 or above, unless otherwise approved by the Director.

2. I recommend the Group II classification for Wm. B. Caldwell, Robart Spalding, Justin O'Donnell, Albert H. Haney, and Birch D. O'Neal, who will be Chiefs of their respective Stations and directly subordinate to Washington, but whose grades are below the CAF-13 or P-6 level.

3. It is believed in each case that the fulfillment of the obligations at the Station concerned justifies the Group II classification. Therefore, there is attached a proposed letter of authorization for the Director's signature. The Director's approval of this proposed letter will permit the Special Funds Section to pay the Group II classification to the individuals concerned.

4. It is recommended that the payment under the Group II classification be made effective as of the dates the individuals concerned assume the responsibility at the overseas post.

DONALD H. GALLOWAY
Assistant Director
Special Operations

cc: Registry - Admin. Bldg.
Mr. Duggan
Mr. Farrell
Special Funds
Central Registry -2

SECRET

2

SECRET

(5)

20 February 1947

TRANSFER LETTER AUTHORIZING PERMANENT CHANGE OF OFFICIAL STATION

TO: Birch D. O'Neal

1. Pursuant to authority vested in me, the transfer of your official station from Washington, D.C. to Caracas, Venezuela is hereby ordered and approved.

2. This change of official station is to be effected as soon as practicable and is to be effective upon arrival at your new post. The transfer is not for your convenience or benefit, or at your request, but in the best interests of the Government. The reimbursement of travel expenses is authorized. Per diem in lieu of subsistence is authorized, and shall be in accordance with the provisions of Administrative Order No. 42. Living and quarters allowances at the rates authorized by Budget Circular A-8 shall be paid, effective upon arrival.

3. In accordance with the provisions of EO 9805, and subject to the availability of funds, the shipment at Government expense of your household goods and personal effects, including packing, crating, unpacking, uncrating, drayage, and temporary storage not to exceed 60 days, within the prescribed weight allowance, is authorized.

4. Subject to the availability of funds, the movement of your immediate family at Government expense is authorized in accordance with regulations prescribed in EO 9805.

(Signed) Donald H. Galloway
(Approving Officer)

SECRET

22 February 1947

MEMORANDUM FOR MR. FREDERICK B. LYON
DIRECTOR, OFFICE OF CONTROLS
DEPARTMENT OF STATE

Subject: Request for Foreign Service Title as Attache at Caracas for Mr. Birch D. O'Neal

Enclosure: Personal History Statement of Birch D. O'Neal

1. It is requested that the Department of State grant to Mr. Birch D. O'Neal the Foreign Service title of Attache of Embassy in Caracas, Venezuela.

2. Mr. O'Neal received his A.B. and LL.B. Degrees from the University of Georgia. He was a Special Agent in the Federal Bureau of Investigation for nine years, with service in Latin America, and he practiced law one year. It is believed that he possesses the professional qualifications for the duties planned for him and, in addition, has the representative qualifications expected of an American official serving abroad.

3. Mr. O'Neal will receive from CIG a basic salary of $5,905.00 per annum.

4. It is requested that a diplomatic passport be issued to Mr. O'Neal, in view of the fact that he will be the chief CIG representative in Caracas.

5. There is transmitted herewith a biographical sketch on Mr. O'Neal which sets forth in detail pertinent information on him and on his special qualifications for the duties it is intended that he perform at Caracas.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

DONALD H. GALLOWAY
Assistant Director

Passport recd. at FC State on 14 March 1947.

Notified FC -

Ce

14-00000

SECRET

2

28 FEB 1947

MEMORANDUM

TO : Chief, Special Funds Section

FROM : Director, CIG

THRU : ADSO

SUBJECT : Group II Classification under Bureau of Budget Circular A-8

1. The following officials of the Office of Special Operations are approved for the Group II classification for overseas quarters, under provisions of Bureau of the Budget Circular A-8, and CIG Administrative Order No. 31.

William B. Caldwell	CAF-12	Chief of Station, Santiago, Chile
Hobart Spalding	CAF-12	Chief of Station, Lima, Peru
Justin O'Donnell	CAF-12	Chief of Station, La Paz, Bolivia
Albert R. Haney	CAF-12	Chief of Station, Quito, Ecuador
Birch D. O'Neal	CAF-12	Chief of Station, Caracas, Venezuela

2. This authorization will remain valid only so long as the above named individuals remain in their respective posts and directly subordinate to Washington, D. C.

3. This authorization will be effective as of the date that the individual concerned assumes his duties at the overseas post.

CC: Registry - Admin. Bldg.
Mr. Duggan
Mr. Terrell
Special Funds
Central Registry - 2

HOYT S. VANDENBERG
Lieutenant General, USA
Director, CIG

Signed by Gen. V. 28 Feb. 1947

SECRET

2

SECRET

26 February 1947

MEMORANDUM

TO: Control, Special Operations

FROM: R. G. Leddy
Acting Chief, FBT

VIA: Chief, Special Operations

SUBJECT: Request for Designation of Birch D. O'Neal.

1. Will you kindly request the State Department to designate Birch D. O'Neal as Attache, American Embassy, Caracas, Venezuela.

2. The Caracas office has not previously been in operation under CIG and will be opened upon the arrival of Mr. O'Neal. Intelligence work is, at the present time, being carried on in the Caracas Embassy by the Federal Bureau of Investigation, whose representative in that city carries the title of Legal Attache.

3. The FBI has approximately seven of its personnel stationed at this post.

4. Mr. O'Neal served from January 1938 to May 1946 as a Special Agent of the Federal Bureau of Investigation. In 1942 he spent six months in Ecuador, 1942-1943 he spent nine months in Colombia, and in 1943-1944 he spent sixteen months in Mexico. He was Civil Attache in the American Embassy, Mexico City.

5. Mr. O'Neal is now located in Washington where he is completing arrangements for the opening of the Caracas station.

6. No designation has previously been refused him. Subject will perform the duties previously carried out by the Legal Attache and will be the ranking representative of CIG, reporting directly to Washington.

7. Subject's duties will be comparable to the present FBI representative, who is assigned as Legal Attache to the Embassy.

8. This designation does not involve a replacement or an increase in personnel but concerns the opening of a new CIG office.

9. In order to enable subject to operate securely, it is believed essential that he be given diplomatic status and be issued a diplomatic passport in the capacity of Attache.

Info for Miss Bailey:
$5900.00, CAF-12

SECRET

[illegible]

SECRET

10. Subject has previously enjoyed diplomatic status as detailed under [illegible] in the capacity of Civil Attache, American Embassy, in Mexico City, Colombia and Ecuador. As will be noted, he has been in intelligence work for the past nine months, a large portion of which was performed outside the United States.

11. Mr. O'Neal will be accompanied to his station by his wife, Gladys F. O'Neal, an American-born citizen whose parents are also American citizens.

ATT: Personal History Statement
cc: [illegible]C
[illegible]J/cr

SECRET

15//

20 February 1950

MEMORANDUM

TO: Employees Division

FROM: Chief, Foreign Division T

SUBJECT: Birch D. O'NEAL

It is requested that Mr. Birch D. O'Neal be transferred from Unvouchered Funds to Vouchered Funds, to occupy Slot No. 19, Chief, East Coast Branch, on the FDT Washington T/O.

[illegible] Jr.

37-3 Resig
9.0. GS-13
GS-13 $7800.00
030
FDT

Wash DC (Field)
Please trans leave to V Funds.

37-3 Appmt
9.0. GS-13
(Chief)
East Coast Branch

Wash DC
Dept
S-1 Please trans leave from UV Funds.

14-00000

CONFIDENTIAL

11 February, 1947

(7.)

FOR MEMORANDUM

Mr. Birch D. O'Neal entered on duty 11 February, 1947, with OSO, FBT. His foreign assignment will be Chief of Station, Caracas, Venezuela, at grade CAF-12 at a salary of $6905.20, and he will be carried on the Special Funds payroll.

The oath of office was completed on 11 February, 1947, and photographs, fingerprints, and other credentials required were requested this date. Request for physical examination and inoculations also made this date.

Agreement to remain at his station for the prescribed length of time (24 months) was also completed by Mr. O'Neal this date. In this connection, Mr. O'Neal posed a question with regard to releases granted to foreign service personnel when they wish to transfer to other government organizations while in the field. Captain Hillsman called Mr. Werner in General Counsel to obtain an opinion from him in this matter. Captain Hillsman was given the following information:

> If a CIG employee wishes to transfer to another government agency while on duty at a foreign station, and prior to the end of his first year abroad, the employee, if released by CIG, will not be required to reimburse CIG for the cost of his own transportation, that of his family, nor the transportation of his personal effects to his original duty post. Return transportation to the States or to a new post with another government agency will be the responsibility of the individual, not CIG.

Assessment approval was given 10 February, 1947; security cleared 20 January, 1947.

Emergency address given by Mr. O'Neal:

> Mrs. M. E. O'Neal, 211 Evans Street, Bainbridge, Ga.
> Tel: 312-J

Temporary local residence: Plaza Hotel, Washington, D. C.

Mary K. Haller

cc: FBT

CONFIDENTIAL

SECERT

SECRET

SECRET

BIOGRAPHIC

REPRODUCTION MASTERS

BIOGRAPHIC PROFILE

H a n d l e W i t h C a r e

14-00000

SECRET

NOTIFICATION OF ESTA' 'IMENT OR CANCELLATION OF OFFICIA. COVER BACKSTOP

DATE: 24 February 1970

FILE NUMBER: 236

EMPLOYEE NUMBER: 058553

ID CARD NUMBER:

TO: (Check)

X	CHIEF, RECORDS AND CONTROL
	CHIEF, CONTRACT PERSONNEL DIVISION
X	CHIEF, OPERATING COMPONENT (For action) CI

ATTN: Chief Support Staff

REF: Retirement Debriefing

OFFICIAL COVER: BACKSTOP ESTABLISHED: | X DISCONTINUED

SUBJECT: O'NEAL, Birch D.

UNIT: Department of State

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS (OPM 20-800-11)	X	CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS (OPM 20-800-11)
A. TEMPORARILY FOR ______ DAYS EFFECTIVE DATE COB ______ B. CONTINUING AS OF COB		DATE XXXXXXX From EOD
SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY (HHB 20-7)	NA	SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHB 20-7)
X ASCERTAIN THAT CIA W-2 BEING ISSUED. (HHB 20-11)	NA	RETURN ALL OFFICIAL DOCUMENTATION TO CCS.
SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (HR-240-2e)		DO NOT WRITE IN THIS BLOCK - FOR CCS INTERNAL USE ONLY
SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HR-240-2e)		
SUBMIT FORM 2688 — FOR HOSPITALIZATION CARD		

REMARKS AND/OR COVER HISTORY

1947 - MAR 47 HQS/OVERT
MAR 47 - DEC 49 CARACAS/STATE NOM
DEC 49 - DEC 51 HQS/OVERT
DEC 51 - APR 54 GUATEMALA/STATE INT
APR 54 - PRESENT HQS/OVERT

DISTRIBUTION: COPY 1 - RCD
COPY 2 - OPERATING COMPONENT
COPY 3 - D/OS
COPY 4 - OL/TELSVC
COPY 5 - CCS - CHRONO
COPY 6 - CCS - FILE

CD/sl

James H. Franklin
CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF

FORM 8-68 1551 USE PREVIOUS EDITION

SECRET

(13-20-43)

S E C R E T

4 December 1956
(Date)

MEMORANDUM FOR: Chief, Records & Services Division
Office of Personnel

THROUGH : Security Support Division
Office of Security

SUBJECT : Birch D. O'NEAL

1. Cover arrangements have been completed for the above named subject who will be visiting a foreign country for a ________ day TDY trip.

2. Effective this date, it is requested that your records be properly (XXXXXX) (re-opened) to (XXXX) (acknowledge) subject's current Agency employment by an external inquirer.

Edward J. Boston
for JOSEPH M. ADAMS
Chief, Official Cover & Liaison, CCB

CC: SSD/OS

THIS [illegible] MUST REMAIN ON TOP OF FILE

S E C R E T

JB
12-11-56

SECRET

DEC 5 1956
(Date)

MEMORANDUM FOR: Chief, Records & Services Division
Office of Personnel

THROUGH : Security Support Division
Office of Security

SUBJECT : John Floyd PARKER

1. Cover arrangements have been completed for the above named subject who will be visiting a foreign country for a ________ day TDY trip.

2. Effective this date, it is requested that your records be properly (XXXXXX) (re-opened) to (XXX) (acknowledge) subject's current Agency employment by an external inquirer.

Edward J. Boston
for JOSEPH M. ADAMS
Chief, Official Cover & Liaison, CCB

CC: SSD/OS

THIS FORM MUST REMAIN ON TOP OF FILE

SECRET

JB 12-11.56.

14-00000

SECRET

12 October 1956
(Date)

MEMORANDUM FOR: Chief, Records & Services Division,
Office of Personnel

THROUGH: Security Support Division,
Office of Security

SUBJECT: O'NEAL, Birch D.

1. Cover arrangements have been completed for the above named subject who will be visiting a foreign country for a 30 day TDY trip.

2. Effective 24 October 1956, it is requested that your records be properly (blocked) (xxxxxxxx) to (deny) (xxxxxxxxxx) subject's current Agency employment by an external inquirer.

Edward J. Boston
for JOHN H. STOWELL
Chief, Official Cover & Liaison, CCB

CC: SSD/OS

SECRET

THIS MEMO MUST [illegible]
ON TOP OF FILE

Please file
[illegible]
10.24.56

"PAY ... ST... IN ACCORDANCE WITH SALA... SCHEDULES ... PL 91-231 AND EXECUTI... ORDER 11524 PURSUANT TO AUTH... ITY OF DCI AS PROVIDE... IN THE CIA ACT ... 1949, AS AMENDED, AND A DCI ... ECTIVE DATE ... OCT ... 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT ... December ...

NAME	SERIAL	ORGN, F... GR-STEP	NEW SALARY
O..., Birch D.	0...	31 ... V GS-1... Y	...31,...57

---

1. LAST NAME	FIRST NAME	INITIAL(S)	2 APPOINTMENT DATA	3 TOTAL SERVICE FOR LEAVE (as of date of separation)
ONEAL	BIRCH	D	Entered on duty F T X / P T	

4 DATE AND NATURE OF SEPARATION

RETIREMENT(VOL) UNDER CIA RETIREMENT & DISABILITY SYSTEM 2/28/70

Subject to Sec 203(d), 1951 Leave Act Yes ☐ No ☐
Ceased to be subject to Sec 203(d) on ______ Annual Leave Bal ______

Years	Months	Days
31	5	10

☐ More than 15 years

SUMMARY OF ANNUAL AND SICK LEAVE

(HOURS)	ANNUAL	SICK
5 Balance from prior leave year ended 1-10 19 70	240	1076
6 Current leave yr or accrual through 2-21 19 70	24	12
7 Total	264	1088
8 Reduction in credits, if any (current year)	-	-
9 Total leave taken	0	0
10 Balance	264	~~1088~~ * -0-

11. Total hours paid in lump sum 240 HOURS
12 Salary rate(s) 30,054.00
13 Lump leave dates 830 3-2-70 to 4-10-70 1702 (Hours)

26 Certified correct by
(Signature) ... Meyer Date 3/13/70
FOR CHIEF PAYROLL (Title) 351-2585 (Telephone)

SUMMARY OF HOME LEAVE

(DAYS)

14 Date arrival abroad for HL purposes ______
15 Current balance as of ______ 19 ___
16 12 month accrual rate ______
17 Dates leave used, prior 24 months ______
18 Monthly accrual date ______
19 Calendar days credit for next accrual date ______
20 Date basic service period completed ______

MILITARY LEAVE

21 Dates during current calendar yr ______ to ______
22 Dates during preceding calendar yr ______ to ______

ABSENCE WITHOUT PAY

	LWOP or Furlough (Hours)	AWOL or Suspension
23 During leave year in which separated	-	-
24 During step increase waiting period which began on 12-28-69	-	-
25 During 12 month HL accrual period (dates)		

REMARKS

SCD: 9-18-38

* ... forwarded ...

Standard Form 1150
November 1965
1150-106

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 296-31 AND 990-2

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)		
[illegible]	[illegible]AL BIR[illegible] D		
3. NATURE OF PERSONNEL ACTION	**4. EFFECTIVE DATE** (MO DA YR)	**5. CATEGORY OF EMPLOYMENT**	
R[illegible]TIR[illegible] (VOLUNTARY) UN[illegible] [illegible] RETIR[illegible] [illegible] DISABILITY [illegible]ACT	[illegible] [illegible] 7[illegible]	RE[illegible]LAR	
6. FUNDS X V TO V / V TO CF / CF TO V / CF TO CF	**7. Financial Analysis No. Chargeable** [illegible]27 017 [illegible]	**8. CSC OR OTHER LEGAL AUTHORITY** [illegible]-643 SE[illegible] 233	
9. ORGANIZATIONAL DESIGNATIONS	**10. LOCATION OF OFFICIAL STATION**		
DD[illegible] STAFF SPECIAL INVESTIGATION GROUP	WAS[illegible], D.C.		
11. POSITION TITLE	**12. POSITION NUMBER**	**13. SERVICE DESIGNATION**	
OPS OFFICER [illegible]	[illegible]02[illegible]	D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	**15. OCCUPATIONAL SERIES**	**16. GRADE AND STEP**	**17. SALARY OR RATE**
GS	0136.01	16 7	30[illegible]54

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

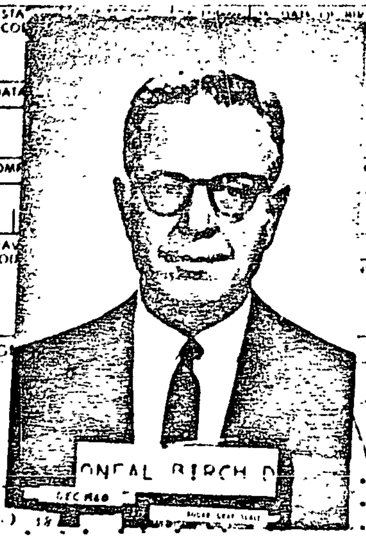
19 ACTION CODE: 15 | 20 Employ Code: 1[illegible] | 21 OFFICE CODING (NUMERIC / ALPHABETIC) | 22 STA[illegible] CO[illegible] | [illegible] DATE OF BIRTH: [illegible]13 | 26 DATE OF GRADE (MO DA YR) | 27 DATE OF LEI (MO DA YR)

28 NTE EXPIRES (MO DA YR) | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1 CSC, 2 CIA, 3 FICA, 4 NONE) CODE | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE (CODE: 0 NONE, 1 5 PT, 2 10 PT) | 36 SERV COMP DATE (MO DA YR) | 37 LONG COMP (MO DA) | HEALTH INSURANCE (HEALTH INS CODE) | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE (LESS THAN 3 YRS), 3 BREAK IN SERVICE (MORE THAN 3 YRS)) | 42 LEAV[illegible] CO[illegible] | 44 STATE TAX DATA (FORM EXECUTED: 1 YES, 2 NO; CODE; NO. TAX EXEMP; STATE CODE)

SIG[illegible]



POSTED
2-27-70 [illegible]

FORM 1150 5-66 Mfg. 10-67 | Use Previous Edition | **SECRET** | Excluded from automatic downgrading and declassification | (When Filled In)

BBG

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
[illegible]	[illegible]

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM	12 22 7[illegible]	REGULAR

6 FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7 Financial Analysis No. Chargeable	8 CSC OR OTHER LEGAL AUTHORITY
					[illegible]227 [illegible]17[illegible]	PL [illegible]-643 SECT 203

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
[illegible] CI STAFF	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
		D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
		16	

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE (MO DA YR)	27 DATE OF LEI (MO DA YR)

28 NTE EXPIRES (MO DA YR)	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1 CSC, 2 CIA, 3 FICA, 5 NONE) CODE	31 SEPARATION DATA CODE	32 Correction / Cancellation Data (TYPE, MO DA YR)	EOD DATA	33 SECURITY REQ NO	34 SEX
		2					

35 VET PREFERENCE (CODE: 0 NONE, 1 5 PT, 2 10 PT)	36 SERV COMP DATE (MO DA YR)	37 LONG COMP DATE (MO DA YR)	38 CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE	39 FEGLI / HEALTH INSURANCE (CODE: 0 WAIVER, 1 YES; HEALTH INS. CODE)	40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE (LESS THAN 3 YRS), 3 BREAK IN SERVICE (MORE THAN 3 YRS))	42 LEAVE CAT CODE	43 FEDERAL TAX DATA (FORM EXECUTED 1 YES 2 NO; CODE; NO. TAX EXEMPTIONS)	44 STATE TAX DATA (FORM EXECUTED 1 YES 2 NO; CODE; NO. TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

R. S. WATTLES

POSTED 2-24-70 DB

FORM 1150 5-66 Mfg 10-67 Use Previous Edition

SECRET (When Filled In)

Excluded from automatic downgrading and declassification

FVD

14-00000

I-50

1. SERIAL NO.	2 NAME	3 ORGANIZATION	4. FUNDS	5 LWOP HOURS
058553	ONEAL BIRCH D	31 250	V	

6 OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 16	6	$29,219	12/31/67	GS 16	7	$30,054	12/29/69		

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE [signature] DATE 10/10/69

[X] NO EXCESS LWOP

[X] IN PAY STATUS AT END OF WAITING PERIOD

[ ] LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS MOB AUDITED BY

FORM 7 66 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)

RB

"PAY AD. STMENT IN ACCORD NCE WITH SECTION 212 OF P 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME	SERIAL ORGN. FUNDS GR-STEP			NEW SALARY
ONEAL BIRCH D	058553	31 250	GS 16 6	$29,219

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
ONEAL BIRCH D	058553	31 250	V	GS 15 5	$24,477	$26,640

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
ONEAL BIRCH D	058553	31 250	V	GS 15 5	$22,755	$23,778

I 50

1 SERIAL NO	2 NAME	3 ORGANIZATION	4 FUNDS	5 LWOP HOURS
058553	ONEAL BIRCH D	31 250	V	

6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 16	5	$23,778 ~~[illegible]~~	01/02/66	GS 16	6	$24,477 ~~[illegible]~~	12/31/67		

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE [signature] DATE [illegible]

- [X] NO EXCESS LWOP
- [ ] IN PAY STATUS AT END OF WAITING PERIOD
- [ ] LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS NM AUDITED BY [signature]

FORM 7-66 560 E Use previous editions PAY CHANGE NOTIFICATION (4-31)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
ONEAL BIRCH D	058553	31 250	V	GS 16 5	$22,331	$22,755

RZI : 10 JAN 66

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)
058553	ONEAL BIRCH D

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
PROMOTION - CORRECTION	01 02 66	REGULAR

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
X					6227 0170 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/CI STAFF SPECIAL INVESTIGATION GROUP	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
OPS OFFICER CH	0022	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0136.01	16 5	22331

18. REMARKS

THIS ACTION CORRECTS FORM 1150 EFFECTIVE 01/02/66 AS FOLLOWS:
ITEM #7 WHICH READ 6227 0000 0000 TO READ 6227 0170 0000.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

ACTION CODE	20. Employ Code	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)
						06 01 13		

DATE EXPIRES (DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE; CODE)	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA (TYPE, MO DA YR)	EOD DATA	33. SECURITY REQ NO	34. SEX

PREFERENCE (0 - NONE, 1 - 5 PT, 2 - 10 PT)	36. SERV. COMP. DATE (MO DA YR)	37. LONG. COMP. DATE (MO DA YR)	38. CAREER CATEGORY (CAR, RESV, PROV, TEMP; CODE)	39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVER, 1 - YES; HEALTH INS. CODE)	40. SOCIAL SECURITY NO.

PREVIOUS GOVERNMENT SERVICE DATA (0 - NO PREVIOUS SERVICE; 1 - NO BREAK IN SERVICE; 2 - BREAK IN SERVICE (LESS THAN 3 YRS); 3 - BREAK IN SERVICE (MORE THAN 3 YRS))	42. LEAVE CAT CODE	43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO. TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

dee 1-11-66

F. D. ECHOLS

50 Use Previous Edition

SECRET

GROUP 1
Excluded from automatic downgrading and declassification

(4-61)

(When Filled In)

RZF: 29 DEC 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

OCF

1. SERIAL NUMBER: 058553
2. NAME (LAST-FIRST-MIDDLE): ONEAL BIRCH D

3. NATURE OF PERSONNEL ACTION: PROMOTION
4. EFFECTIVE DATE (MO DA YR): 01 02 66
5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: X — V TO V / CF TO V / V TO CF / CF TO CF
7. COST CENTER NO. CHARGEABLE: 6227 0000 0000
8. CSC OR OTHER LEGAL AUTHORITY: 50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS: DDP/CI STAFF SPECIAL INVESTIGATION GROUP
10. LOCATION OF OFFICIAL STATION: WASH., D.C.

11. POSITION TITLE: OPS OFFICER CH
12. POSITION NUMBER: 0022
13. SERVICE DESIGNATION: D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 16 5
17. SALARY OR RATE: 22331

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ. Code	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH MO DA YR	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
22	10	31250	CI	75013		1	06 01 13	01 02 66	01 02 66

28. NTE EXPIRES (MO DA YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE; CODE) | 31. SEPARATION DATA CODE | 32 CORRECTION/CANCELLATION DATA (TYPE, MO, DA, YR) | EOD DATA | 33 SECURITY REQ NO. | 34 SEX

35. VET. PREFERENCE (CODE; 0 - NONE, 1 - 5 PT, 2 - 10 PT) | 36 SERV COMP DATE (MO DA YR) | 37. LONG COMP. DATE (MO DA YR) | 38. CAREER CATEGORY (CAR, RES, PROV, TEMP; CODE) | 39 FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVER, 1 - YES; HEALTH INS CODE) | 40 SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS)) | 42 LEAVE CAT. CODE | 43 FEDERAL TAX DATA (FORM EXECUTED 1 - YES, 2 - NO; CODE; NO TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1 - YES, 2 - NO; CODE; NO TAX EXEMP.; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

POSTED
1 7 66

FORM 11-62 1150 Use Previous Edition

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(4-01)

(When Filled In)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN. FUNDS	GR-STEP	OLD SALARY	NEW SALARY
ONEAL BIRCH D	058553	31 250 V	GS 15 6	$19,310	$20,005

I52

1 Serial No	2. Name	3. Cost Center Number	4 LWOP Hours
058553	ONEAL BIRCH D	31 250 V	

5. OLD SALARY RATE				6. NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 15	6	$19,310	10/27/63	GS 15	7	$20,880	10/24/65			

8 Remarks and Authentication

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS RL AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [illegible] DATE [illegible]

PAY CHANGE NOTIFICATION

Form 560 961 Obsolete Previous Edition (4-51)

OCT 27 1965

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES
Federal Employees Salary Act of 1964

GRADE	*Per Annum Rates and Steps*									
	1	2	3	4	5	6	7	8	9	10
GS- 1	$3,385	$3,500	$3,615	$3,730	$3,845	$3,960	$4,075	$4,190	$4,305	$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9,520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20,450	21,020	21,590
GS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	.....
GS-17	21,445	22,195	22,945	23,695	24,445	.....	.....	.....	.....	.....
GS-18	24,500	.....	.....	.....	.....	.....	.....	.....	.....	.....

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND OCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ORGN FUNDS	GR-ST	OLD SALARY	NEW SALARY
ONEAL BIRCH D	058553	31 250 V	GS 15 6	$16,965	$18,240

337-1001

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
058553	ONEAL BIRCH D	32 250 V	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ
GS 15	5	$16,485	10/29/61	GS 15	6	$16,965	10/27/63			

8. Remarks and Authentication

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [illegible] DATE [illegible]

PAY CHANGE NOTIFICATION

Form 9-61 560 Obsolete Previous Edition (4-51)

14-00000

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87 - 793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST	OLD SALARY	NEW GR-ST	NEW SALARY
ONEAL BIRCH D	058553	32250	V	15 5	$15030	15 5	$16485

SECRET
(When Filled In)

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
58553	ONEAL BIRCH D	DDP/CI V	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 15	4	$14,705	05/01/60	15	5	$15,030	10/29/61			

8. Remarks and Authentication

/ / NO EXCESS LWOP

/ / IN PAY STATUS AT END OF WAITING PERIOD

/ / IN LWOP STATUS AT END OF WAITING PERIOD

E. D. ECHOLS

PAY CHANGE NOTIFICATION

Form 7-60 560 Obsolete Previous Edition

SECRET

(4-51)

14-00000

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
01	ONEAL BIRCH D	158553	54 18	GS-15 4	$13,670	$14,705

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT
158553	ONEAL BIRCH D	DDP/CI	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE MO	DA.	YR	GRADE	STEP	SALARY	EFFECTIVE DATE MO	DA.	YR.
GS 15	3	$13,370	11	02	58	GS 15	4	$13,670	05	01	60

TO BE COMPLETED BY THE OFFICE OF COMPTROLLER

8. CHECK ONE ☑ NO EXCESS LWOP ☐ EXCESS LWOP
IF EXCESS LWOP, CHECK FOLLOWING:
☐ IN PAY STATUS AT END OF WAITING PERIOD
☐ IN LWOP STATUS AT END OF WAITING PERIOD

9. NUMBER OF HOURS LWOP: None

10. INITIALS OF CLERK: JW

11. AUDITED BY

TO BE COMPLETED BY THE OFFICE OF PERSONNEL

12. TYPE OF ACTION
☐ P.S.I. ☐ L.S.I. ☐ PAY ADJUSTMENT

13. REMARKS

14. AUTHENTICATION

JW

PAY CHANGE NOTIFICATION

FORM 8-58 560 OBSOLETE PREVIOUS EDITION REPLACES FORM 560a. AND 560b. SECRET OFFICIAL PERSONNEL FOLDER (4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT
158553	ONEAL BIRCH D	DDP/CI	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE MO.	DA	YR	GRADE	STEP	SALARY	EFFECTIVE DATE MO	DA	YR
GS 15	2	$13,070	05	05	57	GS 15	3	$13,370	11	02	58

REMARKS

CERTIFICATION

I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.

TYPED, OR PRINTED, NAME OF SUPERVISOR	DATE	SIGNATURE OF SUPERVISOR
S. H. Horton	13 Oct 58	S. H. Horton

PERIODIC STEP INCREASE - CERTIFICATION

FORM NO. 560
1 MAR. 56

SECRET

PERSONNEL FOLDER (4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT
158553	ONEAL BIRCH D	DDP/CI	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE MO.	DA.	YR	GRADE	STEP	SALARY	EFFECTIVE DATE MO.	DA	YR.
GS 15	2	$13,070	05	05	57	GS 15	3	$13,370	11	02	58

TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER

8. CHECK ONE ☑ NO EXCESS LWOP ☐ EXCESS LWOP

IF EXCESS LWOP, CHECK FOLLOWING:

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ IN LWOP STATUS AT END OF WAITING PERIOD

9. NUMBER OF HOURS LWOP

10. INITIALS OF CLERK

11. AUDITED BY

TO BE COMPLETED BY THE OFFICE OF PERSONNEL

12 PROJECTED SALARY RATE AND EFFECTIVE DATE					
GRADE	STEP	SALARY	MO.	DA.	YR.

13. REMARKS

14. AUTHENTICATION

OCT 27 3 05 PM '58
REC. PAYROLL BRANCH

G. M. STEWART

PERIODIC STEP INCREASE - AUTHENTICATION

FORM NO. 560b
1 MAR. 56

SECRET

PERSONNEL FOLDER (4)

GENERAL [illegible] ACTIVELY EFFECTIVE
12 JANUARY [illegible] AUTHORIZED BY P. L. [illegible] AND DCI
DIRECTIVE. SALARY AS OF [illegible] JUNE 195[illegible] ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
ONEAL BIRCH D	158553	GS-15-2	$11,880	$13,070

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN	4. FUNDS	5. ALLOTMENT
158553	ONEAL BIRCH D	DDP/CI-Y	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE				
GRADE	STEP	SALARY	LAST EFFECTIVE DATE MO	DA	YR	GRADE	STEP	SALARY	EFFECTIVE DATE MO	DA	YR
15	1	$11,610	11	06	55	15	2	$11,880	05	05	57

REMARKS

CERTIFICATION

I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.

SIGNATURE OF SUPERVISOR [signature]

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN	4. FUNDS	5. ALLOTMENT
158553	ONEAL BIRCH D	DDP/CI	V-20	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE MO.	DA	YR	GRADE	STEP	SALARY	EFFECTIVE DATE MO	DA	YR
15	1	$11,610	11	06	55	15	2	$11,880	05	05	57

TO BE COMPLETED BY THE OFFICE OF COMPTROLLER

9. CHECK ONE [X] NO EXCESS LWOP [ ] EXCESS LWOP
IF EXCESS LEAVE LWOP, CHECK FOLLOWING:
[ ] IN PAY STATUS AT END OF WAITING PERIOD
[ ] IN LWOP STATUS AT END OF WAITING PERIOD

9. NUMBER OF HOURS LWOP

10. INITIALS OF CLERK

11. AUDITED BY

TO BE COMPLETED BY THE OFFICE OF PERSONNEL

12. PROJECTED SALARY RATE AND EFFECTIVE DATE

GRADE	STEP	SALARY	MO.	DA.	YR

13. REMARKS

14. AUTHENTICATION

PERIODIC STEP INCREASE - AUTHENTICATION

FORM NO. 560b | SECRET | PERSONNEL FOLDER

14-00000

STANDARD FORM 50 (4 PART)
REV. APRIL 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER R1, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION dah

1. NAME (MR.-MISS-MRS.-GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. Birch D. O'Neal 156553	1 June 1913		4 Nov 1955

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Promotion	6 Nov 1955	50 USCA 403 J

FROM		TO
IO-CI-CH BU-22	8. POSITION TITLE	IO-CI-CH BU-22
GS-0136.53-14 $10,965.00 Per Annum	9. SERVICE, SERIES, GRADE, SALARY	GS-0136.53-15 $11,610.00 Per Annum
	10. ORGANIZATIONAL DESIGNATIONS	DDP/CI Staff Office of the Chief Special Investigation Unit
	11. HEADQUARTERS	Washington, D.C.
☐ FIELD ☐ DEPARTMENTAL	12. FIELD OR DEPT'L	☐ FIELD ☒ DEPARTMENTAL

13. VETERAN'S PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5-PT.	10-POINT DISAB.	10-POINT OTHER	NEW	VICE	I. A.	REAL.	
X										SD/DI

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 6-2705-27 TO: Same	Yes		☐ CLAIMED ☐ PROVED STATE:

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

Jas 9 Nov 55

ANCE PERFORMANCE RATING:

rector of Personnel

22. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

☆ U. S. GOVERNMENT PRINTING OFFICE: 1954-O-313736

11/9/55

14-00000

STANDARD FORM 50 (8 PART)
REV. APRIL 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER R1 FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.–MISS–MRS.–ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. Birch D. O'Neal	1 June 1913		17 May 1955

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Reassignment(Correction)*	E.O.D. 3 May 1955	50 USCA 403 J

FROM		TO
Area Ops. Of (Sta Ch) BAF 102-14	8. POSITION TITLE	IO-CI-CH BU 22-14
GS-0136.01-14 $10,200.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-0136.53-14 $10,200.00 per annum
DDP/WH	10. ORGANIZATIONAL DESIGNATIONS	DDP/CI Staff Office of the Chief Special Investigation Unit
Guatemala City, Guatemala	11. HEADQUARTERS	Washington, D. C.
[X] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPT'L	[ ] FIELD [X] DEPARTMENTAL

13. VETERAN'S PREFERENCE: NONE	WWII	OTHER	5-PT.	10-POINT DISAB	10-POINT OTHER	14. POSITION CLASSIFICATION ACTION: NEW	VICE	L.A.	REAL.	
X										SD-DI

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES–NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED
M	W	FROM: 5-3560-55-053 TO: 5-2795-27	Yes		STATE:

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

*This action corrects Item #9, on notification dated 6 May 1955, to show the correct salary, previously shown as $10,000.00 per annum.

EFFECTIVE [illegible] 1955
SALARY [illegible] TO: [illegible]

"Transfer TO Vouchered funds FROM Unvouchered funds."

CODED FOR QUALIFICATIONS
DATE [illegible]

FOLDED [illegible] 1955

CONFIDENTIAL

AUTHENTICATION

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1954—O13795

STANDARD FORM 50 18 FAN.
REV APRIL 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER R1, FEDERAL PERSONNEL MANUAL

CONFIDENTIAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.-MISS-MRS.-ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. Birch D. O'NEAL	1 June 1913		6 May 1955

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Reassignment	D.O.D. ~~8 May 1955~~	~~50 USCA 403~~

FROM		TO
Area Ops. Of (Sta Ch) DAP 102-14	8. POSITION TITLE	IO-CI-CH BU 22-14
GS-0136.01-14 $10,000.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-0136.53-14 $10,000.00 per annum
DDP/WH	10. ORGANIZATIONAL DESIGNATIONS	DDP/CI Staff Office of the Chief Special Investigation Unit
Guatemala City, Guatemala	11. HEADQUARTERS	Washington, D. C.
[X] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPT'L	[ ] FIELD [X] DEPARTMENTAL

13. VETERAN'S PREFERENCE: NONE [X] | WWII | OTHER | 5-PT | 10 POINT: DISAB. | OTHER

14. POSITION CLASSIFICATION ACTION: NEW | VICE | I. A. | REAL. — SD-DI

15. SEX: M | 16. RACE: W | 17. APPROPRIATION: FROM: 5-3560-55-058 TO: 5-2705-27 | 18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO): XOA | 19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) | 20. LEGAL RESIDENCE: [ ] CLAIMED [ ] PROVED STATE: CA

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

"Transfer TO Vouchered funds FROM Unvouchered funds."

POSTED TPS 5/17/55

CONFIDENTIAL

ENTRANCE PERFORMANCE RATING:

H. G. REYNOLDS

Director of Personnel

22. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

Rd 5-13-55

U. S. GOVERNMENT PRINTING OFFICE: 1954-313798

U. S. GOVERNMENT PRINTING OFFICE 1953

1. Agency and organizational designation

2. Payroll period

3. Block No. UV

4. Slip No.

5. Employee's name (and social security account number when appropriate)
O'NEAL, BIRCH D.

6. Grade and salary
GS 14 $10000.00

PAYROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.			NET $
7. Previous normal													
8. New normal													
9. Pay this period													

10. Remarks

11. Appropriation(s)
WH 4

12. Prepared by
9pb/8FEB55

13. Audited by

[X] Periodic step-increase [ ] Pay adjustment [ ] Other step-increase

14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.
27MAR55	27SEPT53	$10000.00	$10200.00	(Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):
Period(s):

[ ] No excess LWOP. Total excess LWOP

(Check applicable box in case of excess LWOP)
[ ] In pay status at end of waiting period.
[ ] In LWOP status at end of waiting period.

AK Initials of Clerk

STANDARD FORM NO. 1126d—Revised
Form prescribed by Comp. Gen., U. S.
October 26, 1954, General Regulations No. 102

PAYROLL CHANGE SLIP — PERSONNEL COPY

14-00000

7-D77x
4/23/54
Exam

STANDARD FORM 52

SECRET

REQUEST FOR PERSONNEL ACTION

CONFIDENTIAL FUNDS

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr. – Miss – Mrs. – One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. O'NEAL, BIRCH D.	1 June 1913	-	7 Apr.54

5. NATURE OF ACTION REQUESTED
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
CONVERSION FROM FSS STATUS

B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE
A. PROPOSED: cob 8 Apr.54*
B. APPROVED: Eob 9 Apr.54

7. C.S. OR OTHER LEGAL AUTHORITY

FROM—		TO—
AREA OPS OF (STA CH), BAF-102-14 (Attache (Political Ofcr), FSS-3)	8. POSITION TITLE AND NUMBER	AREA OPS OF (STA CH), BAF-102-14
GS-0136.01-14, $10,000.00 p.a. (FSS-3, $8961.00 p.a.)	9. SERVICE, GRADE, AND SALARY	GS-0136.01-14, $10,000.00 p.a.
DDP/WH	10. ORGANIZATIONAL DESIGNATIONS	DDP/WH
GUATEMALA CITY, GUATEMALA	11. HEADQUARTERS	GUATEMALA CITY, GUATEMALA
[X] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[X] FIELD [ ] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)
BAF-102

*Date of resignation from State

B. REQUESTED BY (Name and title) C/WH

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
V. C. LYNCH, x-4457

D. REQUEST APPROVED BY
Signature: R. W. Burrows
Title: DD/P Admin 4/13/54

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5-PT.	10 POINT DISAB.	10 POINT OTHER
X					

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I.A.	REAL.	
				CD: FI

15. SEX: M
16. RACE: W
17. APPROPRIATION
FROM: 4-3560-55-058
TO: same
18. SUBJECT TO C.S. RETIREMENT ACT (YES-NO)
19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
20. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED
STATE: Georgia

21. STANDARD FORM 50 REMARKS

POSTED
APR
RW

APPROVED BY
FI CAREER SERVICE BOARD
DATE: APR 13 1954

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL	RW	4/21	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	C. Taylor	22 Apr 54	
E.			

F. APPROVED BY
C. Taylor 22 Apr 54

16—67320-8

14-00000

23. RESIGNATION

OFFICE OF ... MAR 13 10 20 AM '54 MAIL ROOM

I RESIGN FOR THE FOLLOWING REASON:

DATE

MY LAST WORKING DAY WILL BE ______ ______ (SIGNATURE)

24. SEPARATION DATA

FORWARD COMMUNICATIONS, INCLUDING SALARY CHECKS AND BONDS, TO THE FOLLOWING ADDRESS:

(STREET) (CITY) (ZONE) (STATE)

BRIEF DESCRIPTION OF DUTIES

QUALIFICATIONS

EDUCATION

AGE RANGE ______ (If pertinent) SEX ______

Essential:

Desired:

ESSENTIAL QUALIFICATIONS (Experience, Skills, Languages, Area Knowledge, etc.)

DESIRED QUALIFICATIONS (Experience, Skills, Languages, Area Knowledge, etc.)

14-00000

STANDARD FORM 52

SECRET

REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
Mr. Birch D. O'NEAL	1 June 1913	-	16 Feb.54

5. NATURE OF ACTION REQUESTED	6. EFFECTIVE DATE	7. C. S. OR OTHER LEGAL AUTHORITY
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.): Reassignment	A. PROPOSED: 28 Feb.54	
B. POSITION (Specify whether establish, change grade or title, etc.)	B. APPROVED: FEB 28 1954	

FROM—		TO—
OPS OF -(CHIEF,) BA-131 (Attache, FSS-3)	8. POSITION TITLE AND NUMBER	AREA OPS OF -(STA CH) BAF-102-14 (Attache, FSS-3)
GS-132-14, $10,000.00 p.a. (FSS-3, $8961.00 p.a.)	9. SERVICE, GRADE, AND SALARY	GS-0136.01-14, $10,000.00 p.a. (FSS-3, $8961.00 p.a.)
DDP/WH III	10. ORGANIZATIONAL DESIGNATIONS	DDP/WH
GUATEMALA CITY, GUATEMALA	11. HEADQUARTERS	GUATEMALA CITY, GUATEMALA
[X] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[X] FIELD [ ] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

BAF-102

B. REQUESTED BY (Name and title)	D. REQUEST APPROVED BY
V. C. Lynch C/WH	Signature:
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension): V. C. LYNCH, x-4457	Title:

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5-PT.	10-POINT DISAB.	10-POINT OTHER
X					

14. POSITION CLASSIFICATION ACTION

NEW	VICE	L.A.	REAL.	
				CD: FI

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM. 4-3560-55-058 TO. same			[ ] CLAIMED [ ] PROVED STATE:

21. STANDARD FORM 50 REMARKS

POSTED
9K 26 [illegible]

22. CLEARANCES	INITIAL OR SIGNATURE	DATE
A.		
B. CEIL. OR POS. CONTROL	RW	2/19
C. CLASSIFICATION		
D. PLACEMENT OR EMPL.	C Taylor	19 Feb 54
E.		

REMARKS:

F. APPROVED BY

C Taylor 19 Feb 54

16—67890-2

☆ U. S. GOVERNMENT PRINTING OFFICE: 1952 - 997374

1. Department, bureau, or establishment and organizational designations

2. Pay roll

3. Block No. UV

4. Slip No.

5. Employee's name (and social security account number when appropriate): O'NEAL, Birch D.

6. Grade and salary: GS-14 $9800.00

PAY ROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F. I. C. A.			NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											

10. Remarks:

11. Appropriation(s): [illegible]-6

12. Prepared by: JX 8-25

13. Audited by

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.
27 Sept 53	30 Mar 52	$9800.00	$10000.00	(Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):
Period(s):

(Check applicable box in case of excess LWOP)
☐ (a) at end of waiting period.
☐ LWOP between end and of waiting period.

☐ No excess LWOP Total excess LWOP ______ Initials of Clerk

STANDARD FORM NO. 1126d—Revised
Form prescribed by Comp. Gen., U. S.
Nov. 8, 1950, General Regulations No. 102

PAY ROLL CHANGE SLIP—PERSONNEL COPY

14-00000

STANDARD FORM 52

REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
Mr. Birch D. O'NEAL	1 Jun.1913	-	7 Mar.53

5. NATURE OF ACTION REQUESTED:
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
Reassignment

B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE A. PROPOSED:
B. APPROVED: APR 12 1953

7. C.S. OR OTHER LEGAL AUTHORITY

	FROM—		TO—
8. POSITION TITLE AND NUMBER	Chief of Station (Intel.Ofcr),GS-14 (Attache - Political Officer)		OPS OF (CHIEF) BA-131 (Attache - Political Officer)
9. SERVICE, GRADE, AND SALARY	GS-14, ~~$9600.00~~ p.a. $9800 (FSS-3, $8481)		GS-132-14, ~~$9600.00~~ p.a. $9800 (FSS-3, $8481)
10. ORGANIZATIONAL DESIGNATIONS	~~DDP~~ DDP ~~WH~~ WH MID		DDP WH III
11. HEADQUARTERS	Guatemala City, Guatemala		Guatemala City, Guatemala
12. FIELD OR DEPARTMENTAL	[x] FIELD [ ] DEPARTMENTAL		[x] FIELD [ ] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)
BA-131

APPROVED BY
FI CAREER SERVICE BOARD
J. Kirk Reid DATE: 11 March 1953

B. REQUESTED BY (Name and title)
C/WH

D. REQUEST APPROVED BY
Signature: Edward C. McNamara
Title: for FI/PO

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
V. C. LYNCH, x-457

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5-PT	10 POINT DISAB	10 POINT OTHER

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I. A.	REAL.

15. SEX | 16. RACE | 17. APPROPRIATION FROM: 3520 TO: 3520 | 18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO) | 19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) | 20. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED STATE:

21. STANDARD FORM 50 REMARKS

POSTED
JM 9 Apr

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.			
E.			

F. APPROVED BY
M. L. Shobe 4/3/53

14-00000

...and organizational designations ...NTELLIGENCE AGENCY	2. Pay ro... ...iod	3. Block No. UY	4. Slip No.
...mployee's name (and social security account number when appropriate) O'NEAL, Birch	6. Grade and salary GS - 14 $9600		

PAY ROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F.I.C.A.			NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											

10. Remarks:	11. Appropriation(s)	12. Prepared by	13. Audited by
Note year of PSI	VH	bn 3/23/53	

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.
30 Mar 52	17 ... 50	$9600	$9800	(Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following periods):
Period(s):
☐ No excess LWOP. Total excess LWOP ... (Check applicable box in case of excess LWOP) ☐ In pay status at end of waiting period ☐ In LWOP status at end of waiting period ... Initials of Clerk

...NDARD FORM NO. 1126d—Revised
...rescribed by Comp. Gen., U. S.
..., 1950, General Regulations No. 102

PAY ROLL CHANGE SLIP—PERSONNEL COPY

16—61111-2e * U. S. GOVERNMENT PRINTING OFFICE 1951 975783

14-00000

SECRET
SECURITY INFORMATION

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME	O'NEAL, Birch D.	DATE: 29 November 1951
NATURE OF ACTION	Integration	EFFECTIVE DATE: 3 December 1951
	FROM	TO
TITLE	Intelligence Officer	Attache Political Officer
GRADE AND SALARY	GS-14, ~~$xxxxxxx~~ $9600.00	FSS-3, $8481.00
OFFICE	OSO	OSO
DIVISION	FDT	FDT
BRANCH	MID	MID
OFFICIAL STATION	Guatemala City, Guatemala	Guatemala City, Guatemala

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER: [signature]	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES [ ] NO [ ]

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ____

SECURITY CLEARED ON ____

OVERSEAS AGREEMENT SIGNED ____

ENTERED ON DUTY ____

POSTED [signature]

SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

Subject integrated into the Department of State as Fss-3, $8481.00 Subject isto be paid the difference between CIA salary of $9600.00 and XXX salary of $8481.00 to be paid by the Department of State and allowances in accordance therewith.

Subject is due a lump sum payment for annual leave to be paid up to 2 December 1951.

CONFIDENTIAL FUNDS BRANCH

FORM NO. 37-1
NOV 1949

SECRET

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME: O'NEAL, Birch D.

DATE: 6 August 1951

NATURE OF ACTION: Appointment

EFFECTIVE DATE: 30 September 1951

	FROM	TO
		(Intelligence Officer)
TITLE		Chief of Station, GS-14*
GRADE AND SALARY		GS-14, $8,800.00 per annum
OFFICE		OSO
DIVISION		FDT
BRANCH		LDD
OFFICIAL STATION		Guatemala City, Guatemala

APPROVAL

QUALIFICATIONS: [signature]

FOR ASSISTANT DIRECTOR: [signature]

EXECUTIVE

CLASSIFICATION: F-647 [signature] Austin J Thomas

PAYROLL OFFICER: [signature] 9/5/51

5:130

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES [X] NO [ ]

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON 2 October 1951

SECURITY CLEARED ON 16 August 1951 concurrence

OVERSEAS AGREEMENT SIGNED 2 October 1951

ENTERED ON DUTY 30 September 1951

Robert M. White
(SIGNATURE OF AUTHENTICATING OFFICER)

REMARKS: Please transfer leave from vouchered to unvouchered funds.

* Request for reclassification of grade from GS-13 to GS-14 submitted to Classification Section, PDC on 6 August 1951.

for ACMR [signature]

DOG - 09/17/50
CSCOD - 09/17/47
LCD 09/18/47

PURSUANT TO DCI DIRECTIVE
EFFECTIVE 24 OCT. 1951
SALARY ADJUSTED TO $ 9600.00

COPY IN PAYROLL FILES CONFIDENTIAL FUNDS

FORM NO. 37-1 NOV 1949

SECRET

GPO 16-62306-1 (2)

14-00000

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

ing

1. NAME (MR. - MISS - MRS. - ONE GIVEN NAME, INITIAL(S) AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. Birch D. O'Neal	6/1/13		10/26/51

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Resignation*	9/29/51 cob	Schedule A-6.116(b)

FROM		TO
Intelligence Officer GS-14 (Chief, Alien Affairs)	8. POSITION TITLE	
GS-130-14 $8800.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	
Inspection & Security Staff Alien Affairs Branch Security Control Staff	10. ORGANIZATIONAL DESIGNATIONS	
Washington, D. C.	11. HEADQUARTERS	
FIELD [ ] DEPARTMENTAL [X]	12. FIELD OR DEPT'L	FIELD [ ] DEPARTMENTAL [ ]

13. VETERAN'S PREFERENCE

NONE	WWII	OTHER	5-PT.	10-POINT DISAB.	10-POINT OTHER
X					

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I.A.	REAL	
	VV			Bu.#5625 6/9/50

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM 2123900 TO: 7101	Yes		[X] CLAIMED [ ] PROVED STATE Georgia

21. REMARKS: THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES AND REGULATIONS AND MAY BE SUBJECT TO INVESTIGATION AND APPROVAL BY THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACTION MAY BE CORRECTED OR CANCELLED IF NOT IN ACCORDANCE WITH ALL REQUIREMENTS.

*To accept other employment.

EOD: 9/28/51
LSL: 449 hours, 10/1/51 thru 1 hour 12/20/51 and 2 holidays 11/12/51, 11/22/51.

JOSEPH B. KAGAN
Chief, Personnel Division

22. SIGNATURE OR OTHER AUTHENTICATION

ENTRANCE EFFICIENCY RATING.

★ U. S. GOVERNMENT PRINTING OFFICE 1950-

4. PERSONNEL FOLDER COPY

14-00000

STANDARD FORM 50 (9 PARTS)
U. S. CIVIL SERVICE COMMISSION
CHAPTER R1 FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.-MISS-MRS.-ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. Birch D. O'Neal	6/1/13		9/15/50

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Promotion	9/17/50	Schedule A-6.116 (b)

FROM		TO
Intelligence Officer GS-13 (Chief, Alien Affairs)	8. POSITION TITLE	Intelligence Officer GS-14 (Chief, Alien Affairs)
GS-130-13 $7600.00 per annum Bu.#5626	9. SERVICE, SERIES, GRADE, SALARY	GS-130-14 $8800.00 per annum
Inspection and Security Staff Alien Affairs Branch Security Control Staff	10. ORGANIZATIONAL DESIGNATIONS	Inspection and Security Staff Alien Affairs Branch Security Control Staff
Washington, D.C.	11. HEADQUARTERS	Washington, D.C.
FIELD [ ] DEPARTMENTAL [X]	12. FIELD OR DEPT'L	FIELD [ ] DEPARTMENTAL [X]

13. VETERAN'S PREFERENCE: NONE X | WWII | OTHER | 5 PT. | 10 POINT: DISAB. | OTHER

14. POSITION CLASSIFICATION ACTION: NEW | VICE VV | I. A. | REAL — Bu.#5625 6/9/50

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 2115900 TO: 161-101	Yes		[X] CLAIMED [ ] PROVED STATE: Georgia

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

ENTRANCE EFFICIENCY RATING:

Robert A. Stricklin

ROBERT A. STRICKLIN
~~Acting Chief, Personnel Division~~
22. SIGNATURE OR OTHER AUTHENTICATION

U. S. GOVERNMENT PRINTING OFFICE: 1950 - 873048

4. PERSONNEL FOLDER COPY

14-00000

STANDARD FORM 50 (8 PARTS)
OCTOBER 1949
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER R1, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY
NOTIFICATION OF PERSONNEL ACTION

CS

1. NAME (MR.-MISS-MRS.-ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. Arch [illegible] . O'Neal	[illegible]/1/1913		6/9/1950

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Transfer & Reassignment	6/11/1950	Schedule A-6.11[illegible] (b)

FROM		TO
Intelligence Officer (Chief) GS-13	8. POSITION TITLE	Intelligence Officer GS-13 (Chief, Alien Affairs)
GS-130-13 $7000.00 per annum Bu.#1185	9. SERVICE, SERIES, GRADE, SALARY	GS-130-13 $7000.00 per annum
OSO FBT East Coast Branch	10. ORGANIZATIONAL DESIGNATIONS	Inspection and Security Staff Alien Affairs Security Control Staff
Washington, D. C.	11. HEADQUARTERS	Washington, D. C.
☐ FIELD ☒ DEPARTMENTAL	12. FIELD OR DEPT'L	☐ FIELD ☒ DEPARTMENTAL

13. VETERAN'S PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5-PT	10 POINT DISAB.	10 POINT OTHER	NEW	VICE	P. A.	REAL.	
X							VV			No. 35625 6/9/50

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 2105900 TO: 150-101	Yes		☒ CLAIMED ☐ PROVED STATE: Georgia

21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

ENTRANCE EFFICIENCY RATING:

vap 6/21/50

A. P. FLIER
Assistant Chief, Personnel Division
22. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

14-00000

STANDARD FORM 50 (4 PARTS)
PRESCRIBED BY U. S. CIVIL SERVICE COMMISSION

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

F. C. 3/10/50 (mof) 130

1. NAME (MR. - MISS - MRS. - ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. Birch D. O'Neal	1 June 1913	2072	20 March 1950

This is to notify you of the following action affecting your employment

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Excepted Appointment	20 Mar. 1950	Schedule A-6.116(b)

FROM		TO
	8. POSITION TITLE	Intelligence Officer (Chief) GS-13
	9. SERVICE, SERIES, GRADE, SALARY	GS-13, $7300.00 per annum
	10. ORGANIZATIONAL DESIGNATIONS	OSO FDT East Coast Branch
	11. HEADQUARTERS	Washington, D. C.
FIELD [ ] DEPARTMENTAL [ ]	12. FIELD OR DEPT'L	FIELD [ ] DEPARTMENTAL [X]

13. VETERAN'S PREFERENCE

NONE	WWI	OTHER	5-PT	10 POINT DISAB	10 POINT OTHER
X					

14. POSITION CLASSIFICATION ACTION

NEW	VICE	P.A.	REAL	
		X		Bu. #1485 CSC #1441 10/10/47

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 2105900 TO: 950-196	Yes	20 Mar. 1950	[X] CLAIMED [ ] PROVED STATE: Georgia

21. REMARKS THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES AND REGULATIONS AND MAY BE SUBJECT TO INVESTIGATION AND APPROVAL BY THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACTION MAY BE CORRECTED OR CANCELED IF NOT IN ACCORDANCE WITH ALL REQUIREMENTS.

Subject has satisfactorily completed trial period.

Previously employed with the Executive Department of the Government as a GS-13, $7300.00 per annum.

ENTRANCE EFFICIENCY RATING:

R. B. J. Hopkins (signature)
R. B. J. HOPKINS
Chief, Employees Division
22. SIGNATURE OR OTHER AUTHENTICATION
HH 3-22-50

U. S. GOVERNMENT PRINTING OFFICE 1949

4. PERSONNEL FOLDER COPY

14-00000

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME	DATE
O'NEAL, Birch D.	6 March 1950

NATURE OF ACTION	EFFECTIVE DATE
Resignation	COB 19 March 1950

	FROM	TO
TITLE	Intell. Officer GS-13	
GRADE AND SALARY	GS-13 $7800.00	
OFFICE	OSO	
DIVISION	FDT	
BRANCH		
OFFICIAL STATION	Washington, D. C. (Field)	

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
	[signature]	[signature]
CLASSIFICATION	PERSONNEL OFFICER	
	14 Mar [signature]	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ____

SECURITY CLEARED ON ____

OVERSEAS AGREEMENT SIGNED ____

ENTERED ON DUTY ____

SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

Please transfer leave to V funds.

Harry H. [illegible]
Authorized [illegible]

FORM NO. 37-1
NOV 1949

SECRET

14-00000

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME	O'NEAL, Birch D.	DATE 23 February 1950
NATURE OF ACTION	Transfer	EFFECTIVE DATE 20 February 1950

	FROM	TO
TITLE	Chief of Station Intelligence Officer GS-13	Intelligence Officer GS-13
GRADE AND SALARY	GS-13, $7800.00	GS-13, $7800.00
OFFICE	OSO	OSO
DIVISION	FDT	FDT
BRANCH		
OFFICIAL STATION	Caracas	Washington, D. C. (Field)

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER 27 Feb	CONFIDENTIAL FUNDS ... cmw

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ______

SECURITY CLEARED ON ______

OVERSEAS AGREEMENT SIGNED ______

ENTERED ON DUTY ______

______
SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

FORM NO. 37-1
NOV 1949

SECRET

14-00000

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME	DATE
O'NEAL, Birch D.	14 November 1949
NATURE OF ACTION	EFFECTIVE DATE
Conversion-Class. Act of 1949*	30 October 1949

	FROM	TO
TITLE	Chief of Station	Chief of Station
GRADE AND SALARY	CAF-13 $7671.60	GS-13 $7300.00
OFFICE	OSO	OSO
BRANCH	FDT	FDT
DIVISION		
OFFICIAL STATION	Caracas	Caracas

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
		COPY IN PAYROLL FILES CONFIDENTIAL FUNDS BRANCH
CLASSIFICATION	PERSONNEL OFFICER	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES [ ] NO [ ]

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON ______

SECURITY CLEARED ON ______

OVERSEAS AGREEMENT SIGNED ______

ENTERED ON DUTY ______

SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

*Per authority contained in Letter - DCI - 10/28/49.

FORM NO. 37-1 AUG 1949 PREVIOUS EDITIONS ARE NOT TO BE USED.

SECRET

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME	DATE
Birch D. O'NEAL	30 March 1949

RESIDENCE AT TIME OF EMPLOYMENT

LOCAL ADDRESS

CITIZENSHIP	SEX	DATE OF BIRTH	MARITAL STATUS	NO. OF DEPENDENTS	DATE OF APPOINTMENT
U.S.	M	1 June 19[illegible]	Married		

NATURE OF ACTION	EFFECTIVE DATE
Periodic Pay Increase	[illegible] March 1949

	FROM	TO
TITLE	Chief of Station	Chief of Station
GRADE AND SALARY	CAF-13 $7432.20	CAF-13 $[illegible]1.60
OFFICE	OSO-FBT	OSO-FBT
BRANCH		
DIVISION		
OFFICIAL STATION	Caracas	Caracas

APPROVAL

FIELD	HEADQUARTERS
COPY IN PAYROLL FILES CONFIDENTIAL FUNDS BRANCH [initials] INITIALS	[signature]
CHIEF OF STATION	FOR THE ASSISTANT DIRECTOR
	PERSONNEL OFFICER [signature]

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☒

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON

SECURITY CLEARED ON

OVERSEAS AGREEMENT SIGNED

ENTERED ON DUTY

POSTED [initials] 4/20/49

AUTHENTICATED BY

REMARKS

Subject has had no increase in salary since 24 August 1947. I certify that the service and conduct of the employee during the period have been satisfactory in all respects.

[illegible] [signature]

Branch Chief

FORM NO. 37-1 FEB 1947 PREVIOUS EDITIONS ARE NOT TO BE USED.

SECRET

2 July 1947

TO : FBT

FROM : CCO, Personnel Division

SUBJECT: Personnel Action Data

The following personnel actions have been approved:

Name	Nature of Action	From	To	Effective
Fisk, Leonard R.	*PCS	Ciudad, Trujillo	Guayaquil	29 June 1947
Harrington, Alma	PCS	Havana	Guatemala City	29 June 1947
Moore, Hannah	PCS	Havana	Lima	29 June 1947
Marelius, Donald C.	PCS	Havana	San Salvador	29 June 1947
Fower, Mary J.	PCS	Quito, Ecuador	Ciudad	29 June 1947
O'Neal, Birch D.	Promotion	CAF-12, $5905.20	CAF-13, $7102.20	24 Aug. 1947
Almon, Collins D.	Promotion	CAF-11, $5152.80	CAF-12, $5905.20	24 Aug. 1947
Herbert, Raford	Promotion	CAF-12, $6134.60	CAF-13, $7102.20	24 Aug. 1947
Caldwell, William B.	Promotion	CAF-12, $6134.60	CAF-13. $7102.20	24 Aug. 19[illegible]7
O'Donnell, Justin E.	Promotion	CAF-12, $5905.20	CAF-13, $7102.20	21 Sept. 1947
Martin, Charles B.	Promotion	CAF-5, $2644.80	CAF-6, $3021.00	29 June 1947

The proposed promotion of Edward A. Marelius from Operations Officer, CAF-9, $4149.60 to Operations Officer, CAF-11, $4902.00 was returned with the recommendation that it be resubmitted about 15 August 1947. This action has not been cancelled and is being held in the employees official personnel folder and will be returned to the Personnel Review Committee on or about the suggested date.

* Permanent Change of Station.

CONFIDENTIAL

PERSONNEL ACTION REQUEST

This form is to be initiated in triplicate by the appropriate Branch or Office Chief for processing in accordance with existing personnel procedures. Upon approval, the original and one copy will be retained by the Disbursing Office and one copy returned to the originating office.

NAME O'Neal, Birch D. | DATE 20 June 1947

NATURE OF ACTION Promotion | NUMBER OF DEPENDENTS

EFFECTIVE DATE ~~29 June~~ 24 AUG 1947 | LOCATION OF DEPENDENTS

MARITAL STATUS Married | CITIZENSHIP US SEX M AGE 34

FROM	TO
POSITION Chief of Station	POSITION Chief of Station
CONTROL NO.	CONTROL NO.
CLASSIFICATION CAF-12	CLASSIFICATION CAF-13
ANNUAL GROSS SALARY $5905.20	ANNUAL GROSS SALARY $7102.20
OFFICIAL STATION Caracas	OFFICIAL STATION Caracas
ALLOWANCES:	ALLOWANCES:
QUARTERS	QUARTERS
COST OF LIVING	COST OF LIVING
SPECIAL FOREIGN LIVING	SPECIAL FOREIGN LIVING
TOTAL	TOTAL
OFFICE:	OFFICE:
BRANCH OSO/FBT	BRANCH OSO/FBT
DIVISION	DIVISION

TO BE PAID BY ______ (Field) OFFICE $ ______

TAX WITHHELD IN UNITED STATES ______

INSURANCE TO BE WITHHELD IN UNITED STATES (Amount subject to change if premium is increased or decreased) ______

SAVINGS BONDS ______

RETIREMENT WITHHELD IN UNITED STATES ______

OTHER (Specify in detail) ______

ALLOTMENTS ______ (Name of Allottee) ______

Address ______

TOTAL GROSS SALARY PER PAY PERIOD $ ______

I hereby authorize and direct the Disbursing Office to make above allotments from my compensation.

Form No. 37-1
Sep 1946

______
(Signature of Employee)

JOB DESCRIPTION:

SPECIAL QUALIFICATIONS	REASONS FOR ACTION	DATE OF LAST PROMOTION

Slot #1, Employee EOD with organization 11 Feb. 1947 and has been at present station since 17 March 1947.

APPROVED ____________ (Field) OFFICE

______________ Date ______
(Chief of Mission)

______________ Date ______
(Security Officer)

______________ Date ______
(Special Funds Officer)

30 June 47

APPROVED — U.S. OFFICE

______________ Date 6-23-47
([illegible])
C/, Personnel Division

______________ Date 6/24/47
(Branch Chief)

______________ Date 6/30/47
(Chairman, Pers. Review Com.)

______________ Date 7 July 47
(Special Funds Officer)

14-00000

ENGAGEMENT SHEET

SECRET

(2)

1. To be filled out in duplicate by the Unit Administrative Officer for all prospective employees to be paid from Special Funds.

2. To be accompanied by detailed job description, complete biographical sketch, and a formal notice of security clearance, and Personnel Action Request if engagement is overseas.

3. To be approved or accepted by the officers in the order listed below.

4. Original to be retained by S.F.; copy to be returned to initiating Administrative Officer.

9 January 1947

1. NAME: Birch D. O'NEAL
2. LEGAL RESIDENCE: Georgia -- 402 [illegible] Street, Bainbridge, Georgia
3. ADDRESS OF LOCAL LIVING QUARTERS: Plaza Hotel TEL.
4. ENTRANCE ON DUTY DATE: 11 February 1947
5. ANNUAL SALARY: ~~[illegible]~~ $5905.20 CLASSIFICATION: CAF-12
6. PERMANENT STATION: Latin America -- Caracas, Venezuela
7. POSITION: Chief of Station, FBT CONTROL NO. FBT
8. IF SUBJECT HAS BEEN TRANSFERRED, STATE BUREAU, BRANCH, OR DEPARTMENT OF THE U.S. GOVERNMENT FROM WHICH TRANSFERRED:
9. GENERAL REMARKS: Security investigation requested 9 January 1947.
Cleared 20 Jan 47 attached
[illegible] 11 Feb 47

Personnel Folder Requested 4/1/57
from FBI
Initials DM

APPROVAL AND ACCEPTANCE
(In accordance with existing personnel engagement procedures)

A. ADMINISTRATIVE OFFICER [signature] DATE 9 Jan 47
B. BRANCH CHIEF Raymond G. [signature] DATE " " "
C. CHAIRMAN, PERSONNEL REVIEW COMMITTEE [signature] DATE 1/10/47
D. (For the) ASSISTANT DIRECTOR [signature] DATE 10 Jan 47
E. CHIEF, SPECIAL FUNDS DATE

FORM NO. 33-1
SEP 1946

SECRET

SECRET

27 NOV 1968

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch D. O'NEAL
1 April 1967 - 22 November 1968

Mr. O'Neal has had years of experience in the field of special investigations, Domestic and foreign. This includes prior service with the FBI. Special complex and sensitive counterintelligence cases requiring detailed research and analysis are handled by Mr. O'Neal. He seeks economy where applicable and he is a competent supervisor.

James R. Hunt
James R. Hunt
Acting Chief
Counter Intelligence Staff

EMPLOYEE SIGNATURE:

Birch D. O'Neal

29 November 1968
Date

REVIEWING OFFICIAL:

for [signature]
James Angleton
Chief, Counter Intelligence Staff

Date

SECRET

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058553

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
O'NEAL, BIRCH D.	06/01/13	M	GS-16	D

6. OFFICIAL POSITION TITLE	7. OFF DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Ops Officer Ch	DDP/CI/SIG	Washington, D. C.

9. CHECK (X) TYPE OF APPOINTMENT						10. CHECK (X) TYPE OF REPORT			
X	CAREER		RESERVE		TEMPORARY		INITIAL		REASSIGNMENT SUPERVISOR
	CAREER-PROVISIONAL (See instructions - Section C)					X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):						SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
April 1968	1 April 1967 - 31 March 1968

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

	RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	S

FORM 4-65 45 USE PREVIOUS EDITIONS

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058553

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
O'NEAL, BIRCH D.	06/01/13	M	GS-16	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
OPS OFFICER CH	DDP/CI/SIG	WASH., D.C.

9. CHECK (X) TYPE OF APPOINTMENT: X CAREER | RESERVE | TEMPORARY | CAREER-PROVISIONAL (See instructions - Section C) | SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT: INITIAL | REASSIGNMENT SUPERVISOR | X ANNUAL | REASSIGNMENT EMPLOYEE | SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.: April 1967

12. REPORTING PERIOD (From- to-): 1 April 1966 - 31 March 1967

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

29 NOV 1967

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 4-66 45 USE PREVIOUS EDITIONS

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET

?? NOV 1967

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch D. O'NEAL
(1 April 1966 - 31 March 1967)

Mr. O'Neal has been Chief of the Special Investigations Group since its inception. As a former FBI employee he brought a wealth of investigative knowledge to the Staff. He continues to handle detailed research and analysis of special complex and sensitive counterintelligence cases in a highly effective manner. He is a competent supervisor and realizes the value of economy.

James R. Hunt
James R. Hunt
Deputy Chief
Counter Intelligence Staff

EMPLOYEE SIGNATURE:

Birch D. O'Neal — 21 Nov. 1967
Date

REVIEWING OFFICIAL:

James Angleton — 22 Nov 1967
James Angleton
Chief, Counter Intelligence Staff
Date

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058553

SECTION A — GENERAL

1. NAME (Last) (First) (Middle): O'NEAL, BIRCH D	2. DATE OF BIRTH: 06/01/13	3. SEX: M	4. GRADE: GS-16	5. SD: D
6. OFFICIAL POSITION TITLE: OPS OFFICER CH	7. OFF/DIV/BR OF ASSIGNMENT: DDP/CI/SIG	8. CURRENT STATION: WASH., D.C.		

9. CHECK (X) TYPE OF APPOINTMENT

X	CAREER		RESERVE		TEMPORARY
	CAREER-PROVISIONAL (See Instructions - Section C)				
	SPECIAL (Specify):				

10. CHECK (X) TYPE OF REPORT

	INITIAL		REASSIGNMENT SUPERVISOR
X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.: 30 April 1966

12. REPORTING PERIOD (From- to-): 1 April 1965 - 31 March 1966

SECTION B — PERFORMANCE EVALUATION

W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong Performance is characterized by exceptional proficiency.

O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

JUL 1966

OVERALL PERFORMANCE IN CURRENT POSITION

	RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	S

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS. SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch D. O'NEAL
(1 April 1965 - 31 March 1966)

Mr. O'Neal continues to be engaged in special complex and sensitive counterintelligence cases which require detailed analysis. His performance is always at a high level. He supervises his personnel competently and he follows good government economy practices.

James R. Hunt
James R. Hunt
Deputy Chief
Counter Intelligence Staff

EMPLOYEE SIGNATURE:

Birch D. O'Neal

REVIEWING OFFICIAL:

J. Angleton

James Angleton
Chief, Counter Intelligence Staff

SECRET

GROUP 1
Excluded from automatic downgrading and declassification

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 058553

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
O'NEAL, BIRCH D	06/01/13	M	GS-15	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
IO-CI	DDP/CI/SIG	Wash., D.C.

9. CHECK (X) TYPE OF APPOINTMENT

X	CAREER		RESERVE		TEMPORARY
	CAREER-PROVISIONAL (See instructions - Section C)				
	SPECIAL (Specify):				

10. CHECK (X) TYPE OF REPORT

	INITIAL		REASSIGNMENT SUPERVISOR
X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
30 April 1965	1 April 1964 - 31 March 1965

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1 — See Attached Memorandum	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

	RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	S

21 APR 1965

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS. SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET

16 APR 1965

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch D. O'Neal
(1 April 1964 - 31 March 1965)

There has been no change in assignment during the reporting period. Mr. O'Neal has been engaged for the major part of the time in conducting and performing complex research in connection with several sensitive counterintelligence cases. His performance has continued at a high level without interruption. He is a competent supervisor and follows economical practices.

James R. Hunt
James R. Hunt
Deputy Chief
Counter Intelligence Staff

EMPLOYEE SIGNATURE:

Birch D. O'Neal

REVIEWING OFFICIAL:

J. Angleton
James Angleton
Chief, Counter Intelligence Staff

SECRET

GROUP 1
Excluded from automatic downgrading and declassification

14-00000

SECRET
(When Filled In)

FITNESS REPORT	EMPLOYEE SERIAL NUMBER 058553

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
O'NEAL, BIRCH D	06/01/13	M	GS-15	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
IO-CI	DDP/CI STAFF/SIG	Washington, D.C.

9. CHECK (X) TYPE OF APPOINTMENT						10. CHECK (X) TYPE OF REPORT			
X	CAREER		RESERVE		TEMPORARY		INITIAL		REASSIGNMENT SUPERVISOR
	CAREER-PROVISIONAL (See Instructions - Section C)					X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):						SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
30 April 1964	1 April 1963 - 31 March 1964

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

	RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	S

29 APR 1964

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch D. O'NEAL
(1 April 1963 - 31 March 1964)

There has been no change in duties during the reporting period and the caliber of the performance of this career officer has continued at a high level without interruption. He is thorough and analytical and makes a material contribution to the accomplishment of the Counter-Intelligence mission of the Agency. He is alert to the necessity for economy and performs capably as a supervisor.

James R. Hunt, Jr.
Deputy Chief
Counter Intelligence Staff

Birch D. O'Neal
EMPLOYEE SIGNATURE

REVIEWING OFFICIAL:

J. Angleton
James Angleton
Chief, Counter Intelligence Staff

SECRET

Group 1
Excluded from automatic
downgrading and
declassification

14-00000

15 April 1963

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch O'NEAL
(1 April 1962 - 31 March 1963)

Mr. O'Neal has continued in the position of Chief, Special Investigations Group, Counter Intelligence Staff during this reporting period. He capably performs and directs the work of this group, and during the past year has performed commendably in the handling of certain sensitive matters. He is thorough and reliable. Mr. O'Neal's continuity in this job increases the value of his services to the Agency.

James R. Hunt, Jr.
Deputy Chief, Counter Intelligence Staff

Birch D. O'Neal
Employee Signature

Reviewing Official:

J. Angleton
James Angleton
Chief, Counter Intelligence Staff

25 APR 1963

SEP 1962

23 August 1962

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch O'NEAL

1 April 1960 - 31 August 1962

1. There has been no change during the reporting period in the highly efficient performance of Mr. O'Neal in his position as C/CI/SIG.

2. We recommend his continuation in this assignment where continuity is a requirement.

James R. Hunt, Jr.
James R. Hunt, Jr.
Acting Chief, Counter Intelligence Staff

Memorandum has been seen by employee.

SECRET

3 April 1961

MEMORANDUM FOR: Director of Personnel

SUBJECT : Fitness Report

1. Fitness report was submitted in memorandum form on 20 December 1960 for the following person:

O'NEAL, Birch

2. There has been no change in assignment and the evaluation remains the same for the reporting period ending 31 March 1961.

Signed: S. H. H------

S. Herman Horton
Deputy Chief
Counter Intelligence Staff

MAIL ROOM

APR 11 11 03 AM '61

OFFICE OF PERSONNEL

14-00000

30 DEC 1960

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Birch O'Neal
1 April 1959 - 31 March 1960

1. Mr. O'Neal is in the same position, doing the same job, in the same efficient manner as was reflected in his last fitness report.

2. At some point in the future Mr. O'Neal would like to go overseas again. The CI Staff is perfectly happy to have him remain here indefinitely.

S. H. Horton

S. H. Horton
Acting Chief
Counter Intelligence Staff

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 158553

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE
O'NEAL, Birch D.	1 June 1913	M	GS-15

5. SERVICE DESIGNATION	6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT
SD/DI	IO- CI - Div Ch	DDP/CI/SID

8. CAREER STAFF STATUS

	NOT ELIGIBLE	X	MEMBER		DEFERRED
	PENDING		DECLINED		DENIED

9. TYPE OF REPORT

	INITIAL		REASSIGNMENT/SUPERVISOR
X	ANNUAL		REASSIGNMENT/EMPLOYEE
SPECIAL (Specify)			

10. DATE REPORT DUE IN O.P.	11. REPORTING PERIOD From To
30 April 1959	11 Feb 58 thru Apr 59

SECTION B — EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise *(indicate number of employees supervised)*.

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding

SPECIFIC DUTY	RATING NO.	SPECIFIC DUTY	RATING NO.
No. 1: Directs special investigations	7	No. 4: Supervises small staff	5
No. 2: Coordination of most sensitive matters between CI and Office of Security	7	No. 5: Prepares final reports and memos	6
No. 3:		No. 6:	

SECTION C — EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.
2 - Performance meets most requirements but is deficient in one or more important respects.
3 - Performance clearly meets basic requirements.
4 - Performance clearly exceeds basic requirements.
5 - Performance in every important respect is superior.
6 - Performance in every respect is outstanding.

RATING NO.: 6

SECTION D — DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree

CHARACTERISTICS	NOT APPLICABLE	NOT OBSERVED	1	2	3	4	5
GETS THINGS DONE						X	
RESOURCEFUL						X	
ACCEPTS RESPONSIBILITIES							X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES							X
DOES HIS JOB WITHOUT STRONG SUPPORT						X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE						X	
WRITES EFFECTIVELY							X
SECURITY CONSCIOUS							X
THINKS CLEARLY						X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS		X					
OTHER (Specify):							

SEE SECTION "E" ON REVERSE SIDE

SECRET
(When Filled In)

OFFICE OF PERSONNEL
3 11 PM '59
... ROOM

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Employee is and has been a senior employee for some time. No training recommended; he is already a senior and experienced officer.

Employee is an intense person, who does not relax enough. He should not be chief of a large station, nor supervise a large number of employees engaged in diverse work and having numerous problems.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE	SIGNATURE OF EMPLOYEE

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
36	Has outstanding rating; no weaknesses to discuss. Orally advised of contents.

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

- [ ] EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS
- [ ] REPORT MADE WITHIN LAST 90 DAYS
- [ ] OTHER (Specify):

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
28 Sept. 1959	Deputy Chief, CI Staff	S. H. Horton (signed) S. H. Horton

3. BY REVIEWING OFFICIAL

- [x] I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- [ ] I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- [ ] I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Chief, CI Staff	J. Angleton (signed) James Angleton

SECRET

14-00000

SECRET
(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
O'NEAL, Birch D.	1 June 1913	M	SD;DI

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
DDP/CI/SID	IO/CI/CH

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-15		11 February 1957--11 February 1958

10. TYPE OF REPORT (Check one): INITIAL [ ] / ANNUAL [X] / REASSIGNMENT-SUPERVISOR [ ] / REASSIGNMENT-EMPLOYEE [ ] / SPECIAL (Specify) [ ]

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [ ] HAS [X] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT: A senior official with an outstanding rating. No weaknesses to discuss. Have advised him orally of contents.

A. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify).
	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		

B. THIS DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
5 August 1958	S. H. Horton (signed) S. H. Horton	DC/CI

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

	BY	DATE
Posted	[illegible]	14 Aug 58
Personnel	RG	8/21/58

[ ] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
	James Angleton (signed) J. Angleton	C/CI

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER: 6

1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

This is a senior employee who is doing the same job he has done for years in the same competent manner. Therefore, the Fitness Report is the same.

14-00000

SECRET
(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

OFFICE OF PERSONNEL

DIRECTIONS
a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate ... those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

Oct 3 8 57 AM '58
MAIL ROOM

DESCRIPTIVE RATING NUMBER
1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

SPECIFIC DUTY	RATING NUMBER	SPECIFIC DUTY	RATING NUMBER
SPECIFIC DUTY NO. 1: Directs special investigations	7	SPECIFIC DUTY NO. 4: Supervises small staff	5
SPECIFIC DUTY NO. 2: Coordination of most sensitive matters between CI Staff and Office of Security	7	SPECIFIC DUTY NO. 5: Prepares final reports and memos	6
SPECIFIC DUTY NO. 3:		SPECIFIC DUTY NO. 6:	

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual....productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents....and how he fits in with your team. Compare him with others doing similar work of about the same level.

RATING NUMBER: 6

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? ☐ YES ☐ NO. IF YES, EXPLAIN FULLY:

SECRET

14-00000

SECRET
(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
O'NEAL, Birch D.	1 June 1913	M	SD:DI

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
DDP/CI/SID	IO/CI/CH

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-15		11 February 1957—11 February 1958

10. TYPE OF REPORT (Check one): INITIAL [ ] ANNUAL [X] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify)

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
5 August 1958	Signed: S. H. Horton S. H. Horton	DC/CI

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
1958	James Angleton	C/CI

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: 5

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [ ] No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER:
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3		A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
	0	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
3		A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	0	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
2/3		WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
2/3		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

14-00000

SECRET
(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

24 mos.

OFFICE OF PERSONNEL

4. COMMENTS CONCERNING POTENTIAL

He is and has been a senior employee for some time.

AUG 13 8 57 AM '58

MAIL ROOM

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None - is already a senior and experienced officer.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

He is an intense person, who does not relax enough. He should not be chief of a large station nor supervise a large number of persons engaged in diverse work and having numerous problems.

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER

X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
5	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
X	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
5	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	4	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET
(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER Consult current instructions for completing this report.

FOR THE SUPERVISOR This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
O'NEAL Birch D.	1 June 1913	M	SD/DI

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
DDP/CI/SIU	IO-CI-CH

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-15	11 February 1957	11 February 1956 - 11 February 1957

10. TYPE OF REPORT (Check one): [ ] INITIAL [X] ANNUAL [ ] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify)

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [X] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:
Rating is so high - see no point in showing to him.

A. CHECK (X) APPROPRIATE STATEMENTS

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		

B. THIS DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
10 May 1957	S.H. Horton S. H. Horton	Deputy Chief, CI Staff

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY DATE
Posted Per Control [illegible] 21 MAY 1957
R[illegible] [illegible] 6/11/57

[ ] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
	J. Angleton James Angleton	Chief, CI Staff

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER: 6

1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET
(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS
a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of that specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	*HAS AND USES AREA KNOWLEDGE*	*CONDUCTS INTERROGATIONS*
GIVING LECTURES	*DEVELOPS NEW PROGRAMS*	*PREPARES SUMMARIES*
CONDUCTING SEMINARS	*ANALYZES INDUSTRIAL REPORTS*	*TRANSLATES GERMAN*
WRITING TECHNICAL REPORTS	*MANAGES FILES*	*DEBRIEFING SOURCES*
CONDUCTING EXTERNAL LIAISON	*OPERATES RADIO*	*KEEPS BOOKS*
TYPING	*COORDINATES WITH OTHER OFFICES*	*DRIVES TRUCK*
TAKING DICTATION	*WRITES REGULATIONS*	*MAINTAINS AIR CONDITIONING*
SUPERVISING	*PREPARES CORRESPONDENCE*	*EVALUATES SIGNIFICANCE OF DATA*

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

May 12
23 Feb 57

DESCRIPTIVE RATING NUMBER
1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

SPECIFIC DUTY	RATING NUMBER	SPECIFIC DUTY	RATING NUMBER
SPECIFIC DUTY NO. 1: Directs special investigations	7	SPECIFIC DUTY NO. 4: Supervises small staff	5
SPECIFIC DUTY NO. 2: Coordination of most sensitive matters between CI Staff and Office of Security	7	SPECIFIC DUTY NO. 5: Prepares final reports and memos	6
SPECIFIC DUTY NO. 3:		SPECIFIC DUTY NO. 6:	

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual....*productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents*....and how he fits in with your team. Compare him with others doing similar work of about the same level.

RATING NUMBER: 6

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? ☐ YES ☒ NO. IF YES, EXPLAIN FULLY:

SECRET

SECRET
(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

1. NAME (Last) (First) (Middle): O'NEAL Birch D.
2. DATE OF BIRTH: 1 June 1913
3. SEX: M
4. SERVICE DESIGNATION: SD/DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: DDP/CI/SIU
6. OFFICIAL POSITION TITLE: IO-CI-CH
7. GRADE: GS-15
8. DATE REPORT DUE IN OP: 11 February 1957
9. PERIOD COVERED BY THIS REPORT (Inclusive dates): 11 February 1956 - 11 February 1957
10. TYPE OF REPORT (Check one): INITIAL [ ] ANNUAL [X] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify)

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
10 May 1957	S. H. Horton	Deputy Chief, CI Staff

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
[illegible] 7	James Angleton	Chief, CI Staff

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: **5**

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [ ] No. If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER:
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3		A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
	0	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
3		A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	0	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
2/3		WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
2/3		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

FORM NO. 45 (Part II) 1 NOV 55 — REPLACES PREVIOUS EDITIONS OF FORMS 45 AND 45A WHICH ARE OBSOLETE. SECRET Potential

SECRET
(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

24 mos.

4. COMMENTS CONCERNING POTENTIAL

Is and has been a senior employee for some time.

OFFICE OF PERSONNEL
MAY 17 2 33 PM '57
MAIL ROOM

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None--is already a senior and experienced officer.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

He is an intense person, who does not relax enough. He should not be chief of a large station nor supervise a large number of persons engaged in diverse work and having numerous problems.

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER
X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
5	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
X	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
5	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	4	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

14-00000

SECRET
(When Filled In)

Original - Off/Pers

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A. GENERAL

1. NAME (Last) (First) (Middle): O'Neal Birch D.
2. DATE OF BIRTH: 1 June 1913
3. SEX: M
4. SERVICE DESIGNATION: DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: CI Staff/Office of Chief/SIU
6. OFFICIAL POSITION TITLE: IO-CI Chief/SIU
7. GRADE: GS-15
8. DATE REPORT DUE IN OP: 11 February 1956
9. PERIOD COVERED BY THIS REPORT (Inclusive dates): 11 February 1955-11 February 1956
10. TYPE OF REPORT (Check one): [ ] INITIAL [X] ANNUAL [ ] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE SPECIAL (Specify)

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [ ] HAS [X] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:
employee on trip -- will discuss on his return.

A. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE AS ALSE (Specify):
	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		

B. THIS DATE: 17 Feb 1956
C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR: S. H. Horton S. H. Horton
D. SUPERVISOR'S OFFICIAL TITLE: Deputy Chief, CI Staff

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

	BY	DATE
Posted Pos. Control	[signature]	2 NOV 1956
Reviewed by PUD		

[ ] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE: 25 OCT 1956
B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL: James Angleton J Angleton
C. OFFICIAL TITLE OF REVIEWING OFFICIAL: Chief, CI Staff

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER: 5

1 - DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT EFFECTIVE MANNER.
5 - A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS: 5 is an overall rating. On his present job, he would be a 6.

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SECRET
(When Filled In)

C. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

OFFICE OF PERSONNEL
MAIL ROOM
OCT 29 9 35 AM '56

DIRECTIONS
a. State in the spaces below up to six of the most important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

DESCRIPTIVE RATING NUMBER
1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

Specific Duty	Rating Number	Specific Duty	Rating Number
SPECIFIC DUTY NO. 1: Complete reliability in handling sensitive matters	7	SPECIFIC DUTY NO. 4: General DD/P ops ability	6
SPECIFIC DUTY NO. 2: Unusually good judgment	6	SPECIFIC DUTY NO. 5: Ability to evaluate and analyze CE data	6
SPECIFIC DUTY NO. 3: Alert for new ideas and leads	6	SPECIFIC DUTY NO. 6: Discretion	6

D. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which effect development on present job.

No weaknesses. He is an outstanding employee.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS Take into account here everything you know about the individual....productivity, conduct on the job, pertinent personal characteristics or habits, special defects or talents....and how he fits in with your team. Compare him with others doing similar work of about the same level.

RATING NUMBER: 6

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? [ ] YES [X] NO. IF YES, EXPLAIN FULLY:

SECRET

SECRET
(When Filled In)

Original Off of Pers.

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR. This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
O'Neal Birch D.	1 June 1913	M	DI

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
CI Staff/Office of Chief/SIU	IO-CI Chief/SIU

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-15	11 February 1956	11 February 1955-11 February 1956

10. TYPE OF REPORT (Check one): INITIAL [ ] ANNUAL [X] REASSIGNMENT-SUPERVISOR [ ] REASSIGNMENT-EMPLOYEE [ ] SPECIAL (Specify) [ ]

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
17 Feb 1956	S. H. Horton S. H. Horton	Deputy Chief, CI Staff

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
1956	James Angleton J. Angleton	Chief, CI Staff

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: 5

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

BY DATE
Posted [illegible] 2 Nov 1956
Reviewed by [illegible]

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [ ] No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
	3	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
	0	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	0	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	0	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
	3	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
	3	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

SECRET
(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

Twelve

OFFICE OF PERSONNEL

4. COMMENTS CONCERNING POTENTIAL

Can handle almost any GS-15 job in DD/P that does not require a particular language or speciality. Would be very good Chief of Station or Base. Is good supervisor.

OCT 29 9 35 AM '58

MAIL ROOM

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None at present

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

No unusual factors

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER
- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
5	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	5	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGEMENT
5	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5/	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
5	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	5	28. HIS CRITICISM IS CONSTRUCTIVE
4	9. GETS THINGS DONE	5	19. THINKS CLEARLY	5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
5	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

14-00000

SECRET
(When Filled In)

WH 5

FITNESS REPORT

CODED

The Fitness Report is an important factor in agency personnel management. It seeks to provide:
1. The agency selection board with information of value when considering the application of an individual for membership in the career service; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

INSTRUCTIONS

TO THE ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current administrative instructions regarding the initiation and transmittal of this report.

TO THE SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

Posted Rec. Card A/C 20 APR 1955 4.2

Next report due Feb 56.

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

SECTION I (To be filled in by Administrative Officer)

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. CAREER DESIGNATION
O'NEAL	Birch	D.	1 June 1913	Male	SD-FI

5. DATE OF ENTRANCE ON DUTY	6. OFFICE ASSIGNED TO	7. DIVISION	8. BRANCH
11 February 1947	DDP *	WH *	III *

9. NATURE OF ASSIGNMENT *	10. IF FIELD, SPECIFY STATION	11. GRADE
[ ] DEPARTMENTAL [XXX] FIELD	Guatemala *	GS-0136.01-14

12. DATE THAT THIS REPORT IS DUE	13. PERIOD COVERED BY THIS REPORT (Inclusive dates)
11 February 1955	28 February 1954 - 11 February 1955

SECTION II (To be filled in by Supervisor)

Area Opr. (0136.01)

1. CURRENT POSITION * Mr. O'Neal was on a Special Assignment with the Security Research Staff, Security Office from 2. DATE ASSUMED RESPONSIBILITY FOR POSITION July 1954 to Feb. 1955

3. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS *(List in order of frequency)*:

1. Conducted research on an individual counter-intelligence case of great importance to national security, utilizing and analyzing sensitive source material.
2. Conducted liaison with top officials of two foreign intelligence organizations relating to a sensitive counter-intelligence case.
3. Directed investigationand personally investigated sensitive aspects of a counter-intelligence case on a world wide basis.
4. Assisted in other counter-intelligence cases.

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

I certify that, during the latter half of the period covered by this report, I have discussed with the rated individual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I believe that his understanding of my evaluation of his performance is consistent with my evaluation of him as evidenced by this fitness report and I have informed him of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, there is attached a copy of the memorandum notifying him of unsatisfactory performance.

This report [X] *has* [ ] *has not been shown to the individual rated*

THIS DATE	SIGNATURE OF RATER (Employee's immediate supervisor)
11 March 1955	Harlan A. Westrell

I HAVE REVIEWED THIS REPORT (Comments, if any, are reflected by attached memorandum)

THIS DATE	SIGNATURE OF REVIEWING OFFICIAL (Official next higher in line of authority)
	Paul F. Gaynor

FORM NO. 1 MAY 54 37-189 PREVIOUS EDITIONS OF THIS FORM ARE OBSOLETE.

SECRET (4)

14-00000

SECRET
(When Filled In)

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether the phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

STATEMENTS	NOT OB-SERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE			APPLIES TO A REASONABLE DEGREE			APPLIES TO AN ABOVE AVERAGE DEGREE			APPLIES TO AN OUTSTANDING DEGREE		
SAMPLES														
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.			X											
B. PRACTICAL.										X				
1. A GOOD REPORTER OF EVENTS.													X	
2. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.													X	
3. CAUTIOUS IN ACTION.												X		
4. HAS INITIATIVE.													X	
5. UNEMOTIONAL.													X	
6. ANALYTIC IN HIS THINKING.													X	
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.										X				
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.												X		
9. HAS SENSE OF HUMOR.										X				
10. KNOWS WHEN TO SEEK ASSISTANCE.										X				
11. CALM.													X	
12. CAN GET ALONG WITH PEOPLE.													X	
13. MEMORY FOR FACTS.														X
14. GETS THINGS DONE.										X				
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.													X	
16. CAN COPE WITH EMERGENCIES.												X		
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.														X
18. HAS STAMINA; CAN KEEP GOING A LONG TIME.													X	
19. HAS WIDE RANGE OF INFORMATION.										X				
20. SHOWS ORIGINALITY.										X				
21. ACCEPTS RESPONSIBILITIES.													X	
22. ADMITS HIS ERRORS.											X			
23. RESPONDS WELL TO SUPERVISION.												X		
24. EVEN DISPOSITION.													X	
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT													X	

SECRET

SECRET

(When Filled In)

26. CAN THINK ON HIS FEET													X	
27. COMES UP WITH SOLUTIONS TO PROBLEMS.												X		
28. STIMULATING TO ASSOCIATES: A "SPARK PLUG".										X				
29. TOUGH MINDED.													X	
30. OBSERVANT.													X	
31. CAPABLE.													X	
32. CLEAR THINKING.												X		
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.										X				
34. EVALUATES SELF REALISTICALLY.													X	
35. WELL INFORMED ABOUT CURRENT EVENTS.										X				
36. DELIBERATE.												X		
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.										X				
38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.										X				
39. THOUGHTFUL OF OTHERS.													X	
40. WORKS WELL UNDER PRESSURE.														X
41. DISPLAYS JUDGEMENT.													X	
42. GIVES CREDIT WHERE CREDIT IS DUE.													X	
43. HAS DRIVE.												X		
44. IS SECURITY CONSCIOUS.														X
45. VERSATILE.										X				
46. HIS CRITICISM IS CONSTRUCTIVE.												X		
47. ABLE TO INFLUENCE OTHERS.										X				
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.														X
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.													X	
50. A GOOD SUPERVISOR.													X	

SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

The ability to analyze a complex problem, arrive at a plan of action, and then implement the plan without omitting any detail relevant to the case.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None observed.

SECRET

14-00000

SECRET
(When Filled In)

OFFICE OF PERSONNEL
MAR 29 11 46 AM '55
MAIL ROOM

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS.

Ability to concentrate and follow through on an assignment.

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [XX] NO [ ] YES. IF YES, WHY?

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

None

F. OTHER COMMENTS (*Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person*) Mr. O'Neal will carefully study, plan and anlyze a problem before taking action. This may initially create the impression of slowness, but because of superior planning, the net result is a high degree of efficiency.

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D

A. *DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.*

- [ ] 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- [ ] 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- [ ] 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- [ ] 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- [ ] 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- [XX] 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? [ ] NO [ ] YES. IF YES, WHAT?

Mr. O'Neal was on TDY with this office. He is fully qualified for continued work in this office.

B. *DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.*

- [ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- [ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- [ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- [XX] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- [ ] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- [ ] 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

C. *DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.*

- [ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY ..WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
- [ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY... IRKED BY RESTRICTIONS...REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- [ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY..BOTHERED BY MINOR FRUSTRATIONS.. WILL QUIT IF THESE CONTINUE.
- [ ] 4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT ... HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- [ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY ..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY..THINKS IN TERMS OF A CAREER IN THE AGENCY.
- [XX] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
- [ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY ..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.

D. *DIRECTIONS: Consider everything you know about this person in making your rating..skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.*

- [ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- [ ] 2. OF DOUBTFUL SUITABILITY..WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- [ ] 3. A BARELY ACCEPTABLE EMPLOYEE..DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- [ ] 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENCY.
- [ ] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- [XX] 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY.
- [ ] 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE AGENCY.

SECRET

[redacted] GS-12 6400.00 1 May 1950

Case officer and staff work. Responsibility, under the Operations Officer, for action against Satellite targets for Vienna Station.

5. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT: LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED None

4. PROFICIENCY IN FOREIGN LANG.

Language	Reading EXC	Reading GOOD	Reading FAIR	Speaking EXC	Speaking GOOD	Speaking FAIR	Understanding EXC	Understanding GOOD	Understanding FAIR
French	X			X			X		
German		X			X			X	
Spanish		X				X		X	
Portugese			X			X			X

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS (IF IN U.S. SO STATE)

TYPE OF DUTY	LOCATION
Base Chief	Salzburg or Western Europe

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS: NO X — NUMBER OF DEPENDENTS: NO X — EMERGENCY ADDRESSEE: NO X — LEGAL ADDRESS: YES [ ] NO [ ]

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW

28 January 1952
DATE

[redacted] O'Neal [redacted]
SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM June '51 DATE TO 25 Jan 52

OCCASION FOR REPORT: ANNUAL [ ] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [X] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? X YES — IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? X YES — IF SO, WHAT DUTY OR DUTIES Base Chief or Ops chief directing other case officers.

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? X YES [ ] NO. IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? X YES — DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? X YES — IF SO, TO WHAT GRADE AND FOR WHAT POSITION? GS-13

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE							X
B. INTEREST AND ENTHUSIASM IN WORK							X
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY							X
F. JUDGMENT AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE							X
H. DISCRETION							X
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE						X	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)							X
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT							X
N. SAGACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP						X	
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU: DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND OR SERIOUS LIMITATIONS SHOULD BE STATED. ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT

In the ten months Subj has been under my supervision he has shown an outsta -ding ability to get work done, even under the pressure of an unusually heav work load. Subj's willingness to take on additional duties and his in- defatigable efforts to discharge all responsibilities are also considered ou standing. Subj's operational and liaison experience show plainly in his dai handling of ops problems. Subj's ability to rogapize material and budget hi time for greatest effeciency improved notably in the past months. Subj is in every sense a senior intelligence officer.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

29 January 1952
DATE

Morton A. Woolley
SIGNATURE OF REPORTING OFFICER
Morton A. Woolley

APF/gcc

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

14-00000

Standard Form No. 51
August 1948
U. S. CIVIL SERVICE COMMISSION

Form approved
Budget Bureau No. 50 R012.1

REPORT OF EFFICIENCY RATING

ADMINISTRATIVE-UNOFFICIAL ( ) OFFICIAL: REGULAR (X) SPECIAL ( ) PROBATIONAL ( )

As of 20 Sept 1950 based on performance during period from 20 Mar 1950 to 20 Sept 1950

Birch D. O'Neal (Name of employee) — Intelligence Officer GS-130-13 (Title of position, service, and grade)

IASS (Organization—Indicate bureau, division, section, unit, field station)

ON LINES BELOW MARK EMPLOYEE		CHECK ONE:
√ if adequate − if weak + if outstanding	1. Study the instructions in the Rating Official's Guide, C. S. C. Form No. 3823A. 2. Underline the elements which are especially important in the position. 3. Rate only on elements pertinent to the position. a. Do not rate on elements in *italics* except for employees in administrative, supervisory, or planning positions. b. Rate administrative, supervisory, and planning functions on elements in *italics*.	Administrative, supervisory, or planning ...... [✓] All others .... [ ]

- ...... (1) Maintenance of equipment, tools, instruments.
- ...... (2) Mechanical skill.
- ...... (3) Skill in the application of techniques and procedures.
- ...... (4) Presentability of work (appropriateness of arrangement and appearance of work).
- ...... (5) Attention to broad phases of assignments.
- ..+.. (6) Attention to pertinent detail.
- ...... (7) Accuracy of operations.
- ..+.. (8) Accuracy of final results.
- ..+.. (9) Accuracy of judgments or decisions.
- ..+..(10) Effectiveness in presenting ideas or facts.
- ......(11) Industry.
- ......(12) Rate of progress on or completion of assignments.
- ......(13) Amount of acceptable work produced. (Is mark based on production records? ....) (Yes or no)
- ..+..(14) Ability to organize his work.
- ..+..(15) Effectiveness in meeting and dealing with others.
- ..+..(16) Cooperativeness.
- ......(17) Initiative.
- ......(18) Resourcefulness.
- ..+..(19) Dependability.
- ......(20) Physical fitness for the work.
- ..√..(21) *Effectiveness in planning broad programs.*
- ......(22) *Effectiveness in adapting the work program to broader or related programs.*
- ..+..(23) *Effectiveness in devising procedures.*
- ......(24) *Effectiveness in laying out work and establishing standards of performance for subordinates.*
- ......(25) *Effectiveness in directing, reviewing, and checking the work of subordinates.*
- ......(26) *Effectiveness in instructing, training, and developing subordinates in the work.*
- ......(27) *Effectiveness in promoting high working morale.*
- ......(28) *Effectiveness in determining space, personnel, and equipment needs.*
- ......(29) *Effectiveness in setting and obtaining adherence to time limits and deadlines.*
- ..+..(30) *Ability to make decisions.*
- ......(31) *Effectiveness in delegating clearly defined authority to act.*

STATE ANY OTHER ELEMENTS CONSIDERED

- ..+.. (A) Aptitude for Intelligence Profession
- ..+.. (B) Discretion
- ...... (C) ....

STANDARD Deviations must be explained on reverse side of this form	Adjective Rating	Adjective Rating
Plus marks on all underlined elements, and check marks or better on all other elements rated	Excellent	Rating official.. Excellent
Check marks or better on all elements rated, and plus marks on at least half of the underlined elements	Very Good	
Check marks or better on a majority of underlined elements, and all weak performance overcompensated by outstanding performance	Good	Reviewing official.. Excellent
Check marks or better on a majority of underlined elements, and all weak performance not overcompensated by outstanding performance	Fair	
Minus marks on at least half of the underlined elements	Unsatisfactory	

Rated by [signature] (Signature of rating official) — Chief IOSS (Title) — 28 Sept 1950 (Date)

Reviewed by [signature] (Signature of reviewing official) — Chief IOSS (Title) — 28 Sept 1950 (Date)

Rating approved by efficiency rating committee 10-3-50 (Date). Report to employee E (Adjective rating) /// LB

U. S. GOVERNMENT PRINTING OFFICE 16—38177-6

5. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.	READING ESC	READING GOOD	READING FAIR	SPEAKING ESC	SPEAKING GOOD	SPEAKING FAIR	UNDERSTANDING ESC	UNDERSTANDING GOOD	UNDERSTANDING FAIR

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-SO STATE)

TYPE OF DUTY — LOCATION

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS ☐ YES ☐ NO — NUMBER OF DEPENDENTS ☐ YES ☐ NO — EMERGENCY ADDRESSEE ☐ YES ☐ NO — LEGAL ADDRESS ☐ YES ☐ NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRAIGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

DATE

SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT — DATE FROM — DATE TO

OCCASION FOR REPORT: ANNUAL ☐ REASSIGNMENT OF REPORTING OFFICER ☐ [✓] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON ☐ COVERING INITIAL 90 DAYS OF EMPLOYMENT ☐

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☐ YES [✓] NO — IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? [✓] YES ☐ NO — IF SO, WHAT DUTY OR DUTIES *Second man at medium sized station*

DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 2? ☐ YES ☐ NO — IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? ☐ YES [✓] NO — DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☐ YES [✓] NO — IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE					✓		
B. INTEREST AND ENTHUSIASM IN WORK					✓		
C. SECURITY CONSCIOUSNESS				✓			
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS				✓			
E. ATTENTION TO DUTY					✓		
F. JUDGMENT AND COMMON SENSE				✓			
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE				✓			
H. DISCRETION					✓		
I. INITIATIVE				✓			
J. ABILITY TO HANDLE AND DIRECT PEOPLE.					✓		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)				✓			
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION				✓			
M. TACT					✓		
N. SAGACITY (NON-GULLIBILITY)				✓			
O. LEADERSHIP				✓			
P. PHYSICAL STAMINA					✓		
Q. MENTAL STAMINA					✓		

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU - DEFINITELY NOT WANT HIM? ☐ PREFER NOT TO HAVE HIM? [✓] BE SATISFIED TO HAVE HIM? ☐ BE PLEASED TO HAVE HIM? ☐ PARTICULARLY DESIRE HIM? ☐

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

This officer has consistently demonstrated a lack of chief qualifications essential to a station chief. His production in an area potentially replete with intelligence, has been negligible. His reporting on clandestine items is habitually days behind Embassy reports. He is totally incapable of writing an intelligent, well constructed report. It is believed to be in the best interests of the organization to remove him from station chief category forthwith.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

5 May 1947

DATE

[illegible]

SIGNATURE OF REPORTING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

[illegible]

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

[redacted] GS-12 6400.00 1 May 1950

2. DESCRIPTION OF DUTIES

Case officer and staff work. Responsibility, under the Operations Officer, for action against Satellite targets for Vienna Station.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED: None

4. PROFICIENCY IN FOREIGN LANGUAGES

Language	Reading: Exc	Reading: Good	Reading: Fair	Speaking: Exc	Speaking: Good	Speaking: Fair	Understanding: Exc	Understanding: Good	Understanding: Fair
French	X			X			X		
German		X			X			X	
Spanish		X				X		X	
Portugese			X			X			X

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS (IF IN UNITED STATES)

TYPE OF DUTY	LOCATION
Base Chief	Salzburg or Western Europe

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS: X NO; NUMBER OF DEPENDENTS: X NO; EMERGENCY ADDRESSEE: X NO; LEGAL ADDRESS: [ ] YES [ ] NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW

28 January 1952
DATE

[redacted]
SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM June '51 DATE TO 25 Jan 52

OCCASION FOR REPORT: ANNUAL [ ] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [X] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? X YES

IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? X YES. IF SO WHAT DUTY OR DUTIES: Base Chief or Ops chief directing other case officers.

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? X YES. IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? X YES

DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? X YES. IF SO TO WHAT GRADE AND FOR WHAT POSITION: GS-13

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE							X
B. INTEREST AND ENTHUSIASM IN WORK							X
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY							X
F. JUDGMENT AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE							X
H. DISCRETION							X
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE						X	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)							X
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT							X
N. SAGACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP						X	
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU: DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND OR SERIOUS LIMITATIONS SHOULD BE STATED. ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT

In the ten months Subj has been under my supervision he has shown an outsta-ding ability to get work done, even under the pressure of an unusually heav work load. Subj's willingness to take on additional duties and his in-defatigable efforts to discharge all responsibilities are also considered ou standing. Subj's operational and liaison experience show plainly in his dai handling of ops problems. Subj's ability to roganize material and budget hi time for greatest efficiency improved notably in the past months. Subj is in every sense a senior intelligence officer.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

29 January 1952
DATE

Morton A. Woolley
SIGNATURE OF REPORTING OFFICER

Morton A. Woolley

SIGNATURE OF REVIEWING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

Druck: F. SAILER, Wien IX, Porzellangasse 33

14-00000

Standard Form No. 51
August 1948
U. S. CIVIL SERVICE COMMISSION

Form approved
Budget Bureau No. 50-R012.1

REPORT OF EFFICIENCY RATING

ADMINISTRATIVE-UNOFFICIAL ( ) ack
OFFICIAL:
REGULAR (X) SPECIAL ( )
PROBATIONAL ( )

As of 20 Sept 1950 based on performance during period from 20 Mar 1950 to 20 Sept 1950

Birch D. O'Neal (Name of employee) — Intelligence Officer GS-130-13 (Title of position, service, and grade)

1438 (Organization—Indicate bureau, division, section, unit, field station)

ON LINES BELOW MARK EMPLOYEE		CHECK ONE:
✓ if adequate – if weak + if outstanding	1. Study the instructions in the Rating Official's Guide, C. S. C. Form No. 3823A. 2. Underline the elements which are especially important in the position. 3. Rate only on elements pertinent to the position. a. Do not rate on elements in italics except for employees in administrative, supervisory, or planning positions. b. Rate administrative, supervisory, and planning functions on elements in italics.	Administrative, supervisory, or planning...... [✓] All others...... [ ]

...... (1) Maintenance of equipment, tools, instruments.
...... (2) Mechanical skill.
...... (3) Skill in the application of techniques and procedures.
...... (4) Presentability of work (appropriateness of arrangement and appearance of work).
...... (5) Attention to broad phases of assignments.
..+.. (6) Attention to pertinent detail.
...... (7) Accuracy of operations.
..+.. (8) Accuracy of final results.
..+.. (9) Accuracy of judgments or decisions.
..+.. (10) Effectiveness in presenting ideas or facts.
...... (11) Industry.
...... (12) Rate of progress on or completion of assignments.
...... (13) Amount of acceptable work produced. (Is mark based on production records? ....) (Yes or no)
..+.. (14) Ability to organize his work.
..+.. (15) Effectiveness in meeting and dealing with others.
..+.. (16) Cooperativeness.
...... (17) Initiative.
...... (18) Resourcefulness.
..+.. (19) Dependability.
...... (20) Physical fitness for the work.

..✓.. *(21) Effectiveness in planning broad programs.*
...... *(22) Effectiveness in adapting the work program to broader or related programs.*
..+.. *(23) Effectiveness in devising procedures.*
...... *(24) Effectiveness in laying out work and establishing standards of performance for subordinates.*
...... *(25) Effectiveness in directing, reviewing, and checking the work of subordinates.*
...... *(26) Effectiveness in instructing, training, and developing subordinates in the work.*
...... *(27) Effectiveness in promoting high working morale.*
...... *(28) Effectiveness in determining space, personnel, and equipment needs.*
...... *(29) Effectiveness in setting and obtaining adherence to time limits and deadlines.*
..+.. *(30) Ability to make decisions.*
...... *(31) Effectiveness in delegating clearly defined authority to act.*

STATE ANY OTHER ELEMENTS CONSIDERED

..+.. (A) Aptitude for Intelligence Profession
..+.. (B) Discretion
...... (C) ....

STANDARD Deviations must be explained on reverse side of this form	Adjective Rating	Adjective Rating
Plus marks on all underlined elements, and check marks or better on all other elements rated	Excellent	Rating official.. Excellent
Check marks or better on all elements rated, and plus marks on at least half of the underlined elements	Very Good	
Check marks or better on a majority of underlined elements, and all weak performance overcompensated by outstanding performance	Good	Reviewing official.. Excellent
Check marks or better on a majority of underlined elements, and all weak performance not overcompensated by outstanding performance	Fair	
Minus marks on at least half of the underlined elements	Unsatisfactory	

Rated by [signature] (Signature of rating official) — Chief I-33 (Title) — 28 Sept 1950 (Date)

Reviewed by [signature] (Signature of reviewing official) — Chief I-33 (Title) — 28 Sept 1950 (Date)

Rating approved by efficiency rating committee 10-3-50 (Date). Report to employee E (Adjective rating) 11/28

U. S. GOVERNMENT PRINTING OFFICE 16—26177-6

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	GOOD	FAIR	EXC	GOOD	FAIR

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-SO STATE)

TYPE OF DUTY — LOCATION

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS [ ] YES [ ] NO — NUMBER OF DEPENDENTS [ ] YES [ ] NO — EMERGENCY ADDRESSEE [ ] YES [ ] NO — LEGAL ADDRESS [ ] YES [ ] NO

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRAIGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

DATE

SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM — DATE TO

OCCASION FOR REPORT: ANNUAL [ ] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [✓] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? YES [ ] NO [✓]
IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? YES [✓] NO [ ]
IF SO, WHAT DUTY OR DUTIES *Second man at medium-sized station*

DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 2? [ ] YES [ ] NO IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? YES [ ] NO [✓]
DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? YES [ ] NO [✓] IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE					✓		
B. INTEREST AND ENTHUSIASM IN WORK					✓		
C. SECURITY CONSCIOUSNESS				✓			
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS				✓			
E. ATTENTION TO DUTY					✓		
F. JUDGMENT AND COMMON SENSE				✓			
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE				✓			
H. DISCRETION					✓		
I. INITIATIVE				✓			
J. ABILITY TO HANDLE AND DIRECT PEOPLE.					✓		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)				✓			
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION				✓			
M. TACT					✓		
N. SAGACITY (NON-GULLIBILITY)				✓			
O. LEADERSHIP				✓			
P. PHYSICAL STAMINA					✓		
Q. MENTAL STAMINA					✓		

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU -
DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [✓] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [ ]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

This officer has consistently demonstrated a lack of chief qualifications essential to a station chief. His production, in an area potentially replete with intelligence, has been negative. His reporting on clandestine items [illegible] habitually lags behind Embassy reports. He is totally incapable of directing an intelligent, [illegible] reports. It is believed to be in the best interests of this organization to remove him from station chief category [illegible].

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

5 May 1949

DATE

[illegible signature]

SIGNATURE OF REPORTING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

[illegible signature]

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON.

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14-00000

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)
In complete charge of administering investigative work of station and supervising and administering clerical, stenographic, and investigative personnel, handling confidential sources of information, and liaison with State, Army, and Navy personnel.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED. None

4. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	GOOD	FAIR	EXC	GOOD	FAIR
Spanish	x				x			x	

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-SO STATE)

TYPE OF DUTY	LOCATION
Chief of Station	Caracas, Venezuela

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?
MARITAL STATUS: YES [ ] NO [X] — NUMBER OF DEPENDENTS: YES [X] NO [ ] — EMERGENCY ADDRESSEE: YES [ ] NO [X] — LEGAL ADDRESS: YES [ ] NO [X]

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

Birch D. O'Neal

25 March, 1948
DATE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM 1 June 47 — DATE TO 16 Apr 48

OCCASION FOR REPORT: ANNUAL [X] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? YES [X] NO [ ]
IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? YES [ ] NO [X]
IF SO, WHAT DUTY OR DUTIES

DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 2? YES [X] NO [ ] IF NO, EXPLAIN IN SECTION 11
HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? YES [X] NO [ ]
DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? YES [X] NO [ ]
IF SO, TO WHAT GRADE AND FOR WHAT POSITION? In-grade promotions.

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE						✓	
B. INTEREST AND ENTHUSIASM IN WORK						✓	
C. SECURITY CONSCIOUSNESS						✓	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						✓	
E. ATTENTION TO DUTY							✓
F. JUDGMENT AND COMMON SENSE						✓	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						✓	
H. DISCRETION						✓	
I. INITIATIVE						✓	
J. ABILITY TO HANDLE AND DIRECT PEOPLE.						✓	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						✓	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						✓	
M. TACT						✓	
N. SAGACITY (NON-GULLIBILITY)						✓	
O. LEADERSHIP						✓	
P. PHYSICAL STAMINA						✓	
Q. MENTAL STAMINA						✓	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU - DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

At the end of a year of operations, Mr. O'Neil's record corresponds with his previous achievements in the same class of work. He is an exceptionally steady, industrious and conscientious officer. He obtains results and has proved his ability to handle all aspects of the job assigned.

Since his previous report, he has not expanded his intelligence coverage to the point desirable in an area of importance as that where he is working. This may be due partly to an insufficient number of assistants; and an increase in his family may also be a factor which has prevented him from increasing his output. In Embassy (over)

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

8 April 1948
DATE

RGKedde
SIGNATURE OF REPORTING OFFICER

SIGNATURE OF REVIEWING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

A. THE REPORTING OFFICER IS DEFINED AS THE EMPLOYEE'S IMMEDIATE SUPERVISOR, IN OTHER WORDS THE PERSON WHO IS PRESUMABLY BEST ACQUAINTED WITH THE EMPLOYEE'S WORKING EFFICIENCY. HOWEVER, DEPENDING UPON CIRCUMSTANCES, THE CHIEF OF STATION MAY NOT WISH TO ENTRUST THE IMMEDIATE SUPERVISOR WITH THIS RESPONSIBILITY. IN ANY CASE, THE CHIEF OF STATION WILL CHANGE OR MODIFY THE RATING OF THE REPORTING OFFICER WHEN SUCH CHANGES OR MODIFICATIONS ARE CALLED FOR. THE CHIEF OF STATION IS ULTIMATELY RESPONSIBLE FOR THE ACCURACY OF FACTS AND STATEMENTS WHICH APPEAR ON THE STATUS AND EFFICIENCY REPORT. IN MANY CASES, ESPECIALLY IN A SMALL UNIT, THE CHIEF OF STATION MAY WISH TO FILL OUT ALL THE REPORTS HIMSELF.

2. IN ADDITION TO THE ANNUAL REPORT, THE FOLLOWING SPECIAL REPORTS, UTILIZING THE SAME FORM, WILL BE RENDERED:

A. UPON COMPLETION OF FIRST NINETY (90) DAYS OF SERVICE AT A STATION.

B. UPON RELIEF OR REASSIGNMENT OF REPORTING SENIOR.

C. UPON DETERMINATION OR RECOMMENDATION THAT AN EMPLOYEE IN A FIELD STATION SHOULD BE REASSIGNED TO ANOTHER STATION OR RETURNED TO U.S. FOR REASSIGNMENT OR OTHER DISPOSITION. SUCH REPORT WILL BE FORWARDED SO AS TO REACH THE WASHINGTON HEADQUARTERS AT THE EARLIEST POSSIBLE DATE AFTER SUCH REASSIGNMENT DETERMINATION IS MADE. IF POSSIBLE, THE REPORT SHOULD BE SENT IN AT LEAST THREE MONTHS PRIOR TO PROPOSED REASSIGNMENT IN ORDER THAT ALL TIME POSSIBLE MAY BE DEVOTED TO APPRAISAL AND EVALUATION. IF CONSIDERATION OF REASSIGNMENT IS BEING GIVEN WITHOUT EMPLOYEE'S KNOWLEDGE, ITEMS 1 TO 6 WILL BE FILLED IN AS FAR AS POSSIBLE BY THE RATING OFFICER WITHOUT REFERRAL TO EMPLOYEE.

3. IN FAIRNESS TO THE INDIVIDUAL BEING RATED AND IN THE INTEREST OF THE GOVERNMENT, THE IMPORTANCE OF CAREFULLY PREPARED AND ACCURATE EFFICIENCY REPORTS CANNOT BE OVERSTRESSED. THE FOLLOWING BASIC PRINCIPLES OF RATING SHOULD ALWAYS BE KEPT IN MIND:

A. ALWAYS BASE YOUR JUDGMENT ON:

(1) WHAT YOU HAVE OBSERVED THE INDIVIDUAL DO OR FAIL TO DO.

(2) [illegible] D STRIKING INCIDENT.

[illegible] TIC UNDER CONSIDERATION.

[illegible] USED TO RATE ALL CIVILIAN EMPLOYEES. BUT REPORTING OFFICERS SHOULD BEAR IN MIND THAT DIFFERENT STANDARDS PREVAIL IN DIFFERENT ASSIGNMENTS WHEREAS IT IS NECESSARY, FOR EXAMPLE, THAT AN INTELLIGENCE OFFICER POSSESS INITIATIVE, THIS SAME TRAIT IS NOT ALWAYS DESIRABLE, EXCEPT IN A MINOR WAY, FOR A TYPIST. THE RATINGS AND EVALUATIONS SHOULD BE IN REFERENCE TO THE JOB - THE ACTUAL WORK ASSIGNMENT FOR WHICH THE PARTICULAR EMPLOYEE IS BEING PAID. EVERY EFFORT SHOULD BE MADE TO ARRIVE AT A JUST ESTIMATE OF THE QUALITIES OF THE PERSON REPORTED ON FOR THE PERIOD COVERED BY THE REPORT. AVOID EXAGGERATIONS AND SUPERLATIVES. THEY DETRACT FROM THE VALUE OF A REPORT AND ARE UNFAIR TO OTHERS.

B. **BIASED OPINIONS BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE BORNE IN MIND THAT THE PREPARATION OF EFFICIENCY REPORTS IS AN IMPORTANT FUNCTION OF ALL SUPERVISORS OF EMPLOYEES, AND THE ACCURATE AND TRUE EVALUATIONS EXPRESSED THEREIN ARE A DIRECT REFLECTION UPON HIS OWN ABILITY AND QUALIFICATION FOR THE POSITION HE HOLDS.**

C. NO REPORTS WILL BE RENDERED COVERING PERIODS OF LESS THAN 60 DAYS OBSERVED SERVICE.

4. REPORTS WILL NORMALLY BE CLASSIFIED CONFIDENTIAL; HOWEVER, THE CLASSIFICATION MAY BE RAISED IF DEEMED ADVISABLE BY RATING OFFICER.

5. REPORTS WILL NEVER BE SHOWN TO THE EMPLOYEE REPORTED ON.

DISPOSITION OF REPORTS

1. REPORTS WILL BE FORWARDED TO THE APPROPRIATE BRANCH CHIEF IN WASHINGTON HEADQUARTERS WITHIN TEN (10) DAYS AFTER THE CLOSE OF THE REPORTING PERIOD.

2. IF THE REPORTING OFFICER IS THE CHIEF OF STATION, REPORTS WILL BE FORWARDED BY HIM TO THE APPROPRIATE BRANCH CHIEF IN WASHINGTON HEADQUARTERS.

3. IF THE REPORTING OFFICER IS NOT THE CHIEF OF STATION, THE REPORT WILL BE REFERRED TO THE NEXT IN COMMAND FOR REVIEW AND FINALLY TO THE CHIEF OF STATION FOR FORWARDING TO WASHINGTON HEADQUARTERS.

4. UPON RECEIPT OF REPORT IN WASHINGTON HEADQUARTERS, THEY WILL BE REVIEWED BY THE BRANCH CHIEFS PROMPTLY AND THEN REFERRED TO THE ASSISTANT EXECUTIVE FOR PERSONNEL FOR RETENSION IN THE PERSONNEL FILE OF THE EMPLOYEE.

A. IF A CHANGE OF PERSONAL STATUS IS REPORTED UNDER SECTION 6, ONE COPY OF SUCH REPORT WILL BE DETACHED AND SENT TO THE SECURITY OFFICE.

ANY DESIRED REMARKS OF REVIEWING OFFICER AND/OR CHIEF OF STATION

relations, however, he has scored great success and was the subject of a special commendatory letter written by the new Ambassador, Honorable Walter Donnelly, to the Department of State. His report writing is precise and clear but tends to be inclusive of too much detail. In this respect it is felt that he is following the practice of his previous employment with the FBI and that his training in the methods of our own organization was insufficient inasmuch as he departed for his post before full completion of the training course. A temporary assignment in Washington would be profitable to him in order to get the spirit and methods of revised intelligence operations and reporting.

He is a Chief of Station which this Branch particularly desires; and if he wishes to remain at his present post on termination of his contract, it is recommended that he be so reassigned inasmuch as he has developed a keen personal interest and corresponding knowledge of this very important area.

J G Leddy

14-00000

Statement re Change i Number of Dependents:

I hereby certify that on 16 July, 1947, there was born to me and my wife a son, the name of whom has been previously furnished to Washington.

CHIEF OF STATION

5. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.	READING EXC	READING GOOD	READING FAIR	SPEAKING EXC	SPEAKING GOOD	SPEAKING FAIR	UNDERSTANDING EXC	UNDERSTANDING GOOD	UNDERSTANDING FAIR
SPANISH	✓				✓			✓	

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-SO STATE)

TYPE OF DUTY — LOCATION

NO PREFERENCE EXCEPT THAT IT BE FOREIGN

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS: YES [ ] NO [✓] NUMBER OF DEPENDENTS: YES [ ] NO [✓] EMERGENCY ADDRESSEE: YES [ ] NO [✓] LEGAL ADDRESS: YES [ ] NO [✓]

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

1 June 1947 — /s/ Birch D. O'Neal

DATE — SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT — DATE FROM — DATE TO

OCCASION FOR REPORT: ANNUAL [ ] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? YES [X] NO [ ] IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? YES [X] NO [ ] IF SO, WHAT DUTY OR DUTIES: Chief of a larger station or of Desk at Headquarters.

DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 2? YES [X] NO [ ] IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? YES [X] NO [ ] DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? YES [X] NO [ ] IF SO, TO WHAT GRADE AND FOR WHAT POSITION? CAF-15 – Chief of Station

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE							✓
B. INTEREST AND ENTHUSIASM IN WORK							✓
C. SECURITY CONSCIOUSNESS						✓	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						✓	
E. ATTENTION TO DUTY							✓
F. JUDGMENT AND COMMON SENSE						✓	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						✓	
H. DISCRETION						✓	
I. INITIATIVE							✓
J. ABILITY TO HANDLE AND DIRECT PEOPLE.							✓
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						✓	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION							✓
M. TACT							✓
N. SAGACITY (NON-GULLIBILITY)							✓
O. LEADERSHIP						✓	
P. PHYSICAL STAMINA						✓	
Q. MENTAL STAMINA						✓	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU - DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X] 4.5

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

This officer is one of our best chiefs of station. He has broad experience, sound judgment, excellent appearance and a good personality. By his ability, industry and directive ability he commands respect [illegible] and for the organization [illegible]. He [illegible] as excellent in performing present duties and would be rated as outstanding were sufficient time to judge his long-term productivity [illegible] has not yet elapsed.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

1 August 1947 — Raymond G. Leddy

DATE — SIGNATURE OF REPORTING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

CONFIDENTIAL

14-00000

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach.

2 FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last) (first) (middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
O'NEAL BIRCH DILWORTH	JUNE 1, 1913	
EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City, State, ZIP Code)	

HAVE YOU EVER BEFORE FILED AN "ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE"? [X] YES [ ] NO

If "YES," your last such form remains in effect and you should not file this new form unless you want to change the old one. (See Instructions for Employees on page 4)

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you WANT BOTH optional and regular insurance [ ] (A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the $10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you DO NOT WANT OPTIONAL but do want regular insurance [X] (B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the $10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you WANT NEITHER regular nor optional insurance [ ] (C)

WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the $10,000 additional optional insurance unless I have the regular insurance.

4 DATE AND SIGN. RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print)

Birch D. O'Neal

DATE

December 2, 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

PERSONNEL OFFICE OF
DEC 3 11 13 AM '68
BRANCH PERSONAL AFFAIRS

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176
APRIL 1968
FPM Supplement 870-1

14-00000

SECRET

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2 FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
O'NEAL	BIRCH	DILWORTH	JUNE 1, 1913	258 05 6267

EMPLOYING DEPARTMENT OR AGENCY: Serial # 058553

LOCATION (City, State, ZIP Code):

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you WANT BOTH optional and regular insurance → [X] **(A)**

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the $10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you DO NOT WANT OPTIONAL but do want regular insurance → [ ] **(B)**

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the $10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you WANT NEITHER regular nor optional insurance → [ ] **(C)**

WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the $10,000 additional optional insurance unless I have the regular insurance.

4 SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print): Birch D. O'Neal

DATE: February 16, 1968

SECRET

FOR EMPLOYING OFFICE USE ONLY
(official receiving date stamp)

OFFICE OF PERSONNEL
FEB 23 8 45 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-T
JANUARY 1968
(For use only until April 14, 1968)
176-101

SECRET
EYES ONLY

2 1 OCT 1965

MEMORANDUM FOR: Secretary, Clandestine Services Career Service Board

SUBJECT : Promotion to GS-16 - Birch D. O'NEAL

1. Mr. O'Neal is our only candidate for promotion to GS-16. He supervises and performs important and complex counterintelligence duties which relate to the interests of the intelligence community.

2. Mr. O'Neal is a superior counterintelligence officer whose experience dates back to his service with the FBI during which time he was stationed in South America for three years. Since entering on duty with CIG in February 1947 he has been COS in Caracas and Mexico. Mr. O'Neal has been Chief, Special Investigation Group since February 1955.

J. Angleton
James Angleton
Chief, Counter Intelligence Staff

SECRET
EYES ONLY

14-00000

SECRET

CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

5 JAN 1956

MEMORANDUM FOR: Birch D. O'Neal

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

Birch D. O'Neal

Date: [illegible]

Career [illegible] Staff
Office of Personnel
3 FEB 1956

FORM NO. 511, 1 APR 55

SECRET

(4)

14-00000

SECRET

UV

PLEASE READ INSTRUCTION SHEET BEFORE PREPARING THIS FORM

SECURITY INFORMATION

STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE

OFFICE	DIVISION
WHD	
BRANCH	**SECTION**
CIA	

I FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)

AGENCY	LOCATION	FROM			TO			TOTAL SERVICE		
		DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.
Organization		10 (11)	2	[illegible]	[illegible]	.	.	13	0	5
Federal Bureau of Investigation	Washington, D.C.	10	1	1933	31	[illegible]	[illegible]	22	11	8
SCD-09-18-38										
Irving Bradley										
05-20-51										
Total Civilian Service								5	5	13

II MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)

BRANCH OF SERVICE	FROM			TO			TOTAL SERVICE		
	DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.
None									
Total Military Service									

III CERTIFICATION

I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.

22 February 195[illegible]
DATE

B. D. O'NEAL
[signature]
SIGNATURE OF EMPLOYEE

IV REMARKS: (CONCERNING ABOVE SERVICE)

OK

2/22/52

MAY BE CONTINUED ON NON-DETACHABLE REVERSE SIDE

V FOR PERSONNEL OFFICE USE ONLY

TOTAL CREDITABLE SERVICE		
DAYS	MONTHS	YEARS
25	5	13

14-00000

Agreement

AGREEMENT made this 29th day of November, 1951, effective the 5 day of December, 1951, by and between the United States of America (hereinafter referred to as the Government), as represented by the Central Intelligence Agency, and O'NEAL, Birch D. (hereinafter referred to as the Employee).

RECITALS

A. The Government desires the services of the Employee for CIA under circumstances requiring the Employee to receive a Foreign Service Staff Corps designation from the Department of State and proposes to send the Employee overseas to Guatemala City, Guatemala for operations in the general area of ______.

B. The Employee desires as an employee of the Government to serve CIA abroad under the supervision and control of the Assistant Director for Special Operations, CIA, (ADSO) and is willing to accept a designation in the Foreign Service Staff Corps with the obligations thereof.

In consideration of the premises, the mutual covenants and promises herein contained, and for other good and valuable considerations, the parties hereto agree as follows:

ARTICLE I. Relationship of Employee to the Department of State. The Employee, in so far as possible, shall abide by all the rules, regulations, and customs of the Foreign Service of the United States which affect personnel of the Foreign Service Staff Corps in order to appear as a normal member of the Foreign Service establishment.

1. The Employee shall rigidly comply with the provisions of Title X, Part A of the Foreign Service Act of 1946, prohibiting officers and employees of the Foreign Service from:

(a) Wearing uniforms;
(b) Accepting presents from foreign governments;
(c) Engaging in business abroad;
(d) Correspondence on affairs of foreign governments;
(e) Political, racial, religious, or color discrimination.

2. The Chief of the Foreign Service establishment and certain other key members of his staff will know about the Employee's status and relationship under the terms of the TOP SECRET agreement between the Department of State and CIA. Other personnel may discover that there are certain irregularities in travel orders, position numbers, pay accounts, and other internal administrative procedures of the Foreign Service. Nevertheless, the Employee shall not divulge his relationship to CIA except with the expressed approval of the ADSO. While serving abroad, he shall for normal administration be under the control of the Chief of the Foreign Service establishment to which he is attached, but for operations, including travel as specified below, he shall be under the control of CIA.

3. The travel of the Employee shall be governed as follows:

(a) For temporary duty outside the continental limits of the United States within or beyond the Employee's stipulated area, he shall perform CIA operational travel as directed by the ADSO or his designee with the consent of the Chiefs of the Foreign Service establishment involved. TD travel customary and necessary in the performance of routine Foreign Service Staff functions may be performed without clearance from the ADSO.

(b) For any travel to the United States, either temporary duty or permanent change of station, the Employee shall travel only at the direction of the ADSO after clearance has been arranged through the State Department in Washington.

(c) All travel will be directed and performed in accordance with Foreign Service rules and regulations.

4. Although the Employee's Foreign Service Staff Corps title, location, appointment, Foreign Service class, and other pertinent information may be published in the Foreign Service list and other publications of the Department of State, such listings shall not affect his employment and the obligations and duties stipulated in this contract.

5. All payments to be made under this contract, including reimbursement for travel expenses, shall be made to the Employee by the Department of State except payments referred to in ARTICLE II, Section 4.

14-00000

ARTICLE II. Relationship of Employee to CIA. Although for all intents and purposes it will appear as though the Employee is employed by the Department of State as indicated in ARTICLE I above, he shall in fact be employed by and under the operational control of CIA. In so far as possible, he will be expected to abide by the rules, regulations, customary practices, and courtesies of the Foreign Service, but his ultimate responsibility will be to CIA. In the event of any conflict of authority in the field between the Department of State and CIA, the matter shall be referred to the ADSO for resolution.

1. The line of authority for the Employee shall be as follows:

(a) Senior Representative of OSO at Foreign Service establishment.
(b) OSO Foreign Branch Chief in Washington.
(c) Chief of Operations, OSO.
(d) ADSO
(e) Director of CIA.

2. All travel shall be directed by the ADSO in accordance with ARTICLE I, Section 3. The Employee shall request appropriate Foreign Service clearance for travel through the Senior OSO Representative at the Foreign Service establishment, who shall be responsible for arranging such clearance.

3. It is understood and agreed that the Employee's overseas assignment is to be for a minimum period of two years from the date of his arrival at his overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated in less than twenty-four months at the Employee's request, the following shall prevail:

(a) If the Employee resigns in less than twelve months from the date of his arrival at his overseas post of duty, he shall reimburse CIA for all travel expenses involved in the transportation of himself, his immediate family, household goods, and personal effects to the foreign station, and pay all such expenses for return to the United States. Such expenses for return to the United States and amounts expended by the Government on account of such travel and transportation shall be considered a debt due by the Employee to the United States.

(b) If the Employee desires to terminate between the twelfth and twenty-fourth month from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods, and personal effects to the United States.

14-00000

4. If deemed necessary by CIA, the Employee may be reimbursed or advanced funds for operational expenses. Such amounts must be advanced or reimbursement made in accordance with CIA regulations, which require a full accounting of the amounts expended by the Employee. Therefore, the Employee will be required to account fully for any such funds advanced or reimbursed in accordance with CIA regulations.

ARTICLE III. Overseas Allowances and Transportation Expenses. When specifically authorized by the ADSO, the expenses of travel and transportation of the Employee, his immediate family, household goods and effects, including personally owned automobile and other allowances, will be paid the Employee in accordance with the Foreign Service Act of 1946 and regulations issued thereunder by the Department of State. When authorized by the ADSO, the Employee shall be paid a quarters allowance, cost of living allowance, or special foreign living allowance in accordance with the Foreign Service Act of 1946 and regulations issued thereunder. The amount of quarters and cost of living allowances and the special foreign living allowance is set forth in Bureau of the Budget Circular A-8, which is amended periodically to reflect adjustments in price indexes. Therefore, such allowances will be subject to change, and the amounts paid will vary according to Budget Circular A-8.

ARTICLE IV. Annual and Sick Leave. The Employee shall be permitted annual leave, sick leave, and leave of absence in accordance with Title IX, Part D of the Foreign Service Act of 1946. Under such Act, the Employee may be granted not to exceed sixty calendar days annual leave of absence with pay in each year. Annual leave which the Employee may receive and which is not used in any one year shall be accumulated for succeeding years until it totals 180 days. Sick leave with pay may be granted to the Employee at the rate of fifteen calendar days each calendar year and may be accumulated for succeeding years until it totals 120 days.

1. If the Employee is transferred from another Government Agency to this position, any annual or sick leave standing to his credit in such Agency, may be transferred, if appropriate, in accordance with E. O. 9837, 27 March 1947, issued pursuant to Section 935 of the Foreign Service Act of 1946.

ARTICLE V. Return to the United States. The Employee shall be ordered to the United States on leave of absence or permanent change of station upon completion of two years continuous service abroad or as soon as possible thereafter.

14-00000

ARTICLE VI. Retirement. The Employee occupies a position within the purview of the Civil Service Retirement Act. Accordingly, deductions shall be made at the rate provided by law (presently 6%) from the Employee's basic salary and placed in the Civil Service Retirement Fund. The Employee may not avail himself of the provisions of the Foreign Service Retirement and Disability System, provided for in Title VIII of the Foreign Service Act of 1946.

ARTICLE VII. Medical Care and Hospitalization. In the event of illness or injury to the Employee requiring hospitalization not the result of vicious habits, intemperance, or misconduct on his part, and incurred in the line of duty while assigned abroad, the expenses of treatment of such illness or injury at a suitable hospital or clinic, and transportation expenses to such hospital or clinic may be paid by the Government in accordance with Title IX, Part E of the Foreign Service Act of 1946. Under appropriate regulations, a physical examination of the Employee will be made, together with necessary inoculations, or vaccinations, or the expense thereof will be paid to the Employee.

1. In the event of the death or disability of the Employee, the Employee or his dependents shall be afforded the benefits of the United States Employees' Compensation Act of 7 September 1916, as amended.

ARTICLE VIII. Equipment. The Employee may be furnished technical equipment and supplies to assist in the rendition of services hereunder, including an automobile where necessary. The Employee shall be responsible for such equipment and supplies issued to him by CIA in accordance with CIA Property Regulations. All such material shall remain the property of the Government regardless of any apparently conflicting ownership or the manner of registration.

ARTICLE IX. Salary. The Employee shall receive a basic salary of $8481.00 (FSS-3) per year in accordance with Section 415 of the Foreign Service Act of 1946. In-class promotions shall be granted to the Employee in accordance with regulations established in the Department of State pursuant to Title VI, Part E, Section 642 of the Foreign Service Act of 1946. Other changes in status will be made only as specifically authorized by the ADSO.

ARTICLE X. Continuance of Pay and Allowances. If the Employee is determined by CIA to be absent in a status of "Missing", "Missing in Action", "Interned in a Neutral Country", "Captured by an Enemy", "Beleaguered", or "Beseiged", he shall for the period he is determined to be in any such status be entitled to receive or to have credited to his account the same pay and allowances to which he was entitled at the beginning of such period of absence. Continuance of pay and allowances as specified above shall be as prescribed in the Missing Persons Act of 1942 (50 U.S.C.A. App 1001-1015, 7 March 1942).

ARTICLE XI. General. The Employee shall comply with the following provisions, and violation thereof by the Employee shall be deemed a breach of this contract.

1. In participating in the programs and activities of any private organization, the Employee shall make it clear that the Department of State has no official connection with such organization and that it does not sponsor or sanction the viewpoints which he may express. In general, his relations with private organizations shall be governed by applicable Foreign Service Regulations.

2. Neither the Employee nor the members of his family shall act as correspondents for American or foreign newspapers, press syndicates, or associations unless special authorization has been obtained in advance from the ADSO. He shall not write for publication any article or other manuscript on political or controversial subjects. Articles or manuscripts on nonpolitical or noncontroversial subjects shall be submitted to the ADSO for review and approval prior to their submission to a publisher.

3. Neither the Employee nor members of his family shall correspond privately on personnel or other official matters with members of Congress, or officers in the Department of State, CIA, or other Governmental agencies.

4. Members of the Employee's family shall not be employed in the same Foreign Service office except during grave emergencies or when special authorization has been obtained in advance of employment from both the Department of State and CIA.

5. Before contracting marriage with a person of foreign nationality, the Employee shall request and obtain permission from the appropriate officials in both the Department of State and CIA. Any such marriage with an alien without obtaining advance permission shall be deemed a breach of this contract and shall result in termination of service with the Government.

6. In the event the Employee desires to resign from the service overseas, he shall submit a written resignation addressed to the ADSO, who will take appropriate steps to clear the matter with the Department of State.

ARTICLE XII. Security. This contract contains information affecting the national defense of the United States within the meaning of the Espionage Act (50 U.S.C. 31 and 32, as amended). Its transmission or the revelation of its contents in any manner to an unauthorized person is prohibited by law. Violation of this ARTICLE or any security agreement signed by the Employee with the Government shall result in immediate disciplinary action, which may include suspension, separation from Government service, and may subject the Employee to criminal prosecution under the Espionage Act.

1. The termination of this contract will not release the Employee from the provisions of any security oaths which he may be required to take by CIA.

2. The Employee shall not publish, transmit, or divulge in any manner, information received by him as the result of his employment by the Government under this contract without specific written authority from the Director, CIA.

ARTICLE XIII. Orders and Directives. Orders and Directives received by the Employee from competent authority, including instructions received in briefing and training, shall be complied with by the Employee. No promises or commitments to the Employee of any nature whatsoever, beyond and in addition to the terms hereof, shall be binding on the Government unless and until such promise or commitment is reduced to writing and approved by an authorized official of CIA, and such writing placed with this contract thereby becoming an amendment hereto.

ARTICLE XIV. Amendments. The Government may at any time amend this contract and may terminate this contract upon thirty day prior notice to the Employee. If the Government proposes to amend this contract by reducing the salary provided for in ARTICLE IX (including class promotions, or other authorized increases, if any) and such reduction is unacceptable to the Employee, resignation by the Employee for such reason shall be considered as a termination of this contract for the convenience of the Government. Where the Employee is directed to proceed to a new post on a permanent change of station by the ADSO, this contract will be deemed to have been amended to the extent of such change.

ARTICLE XV. Special Provisions. The following special provisions shall apply to the Employee under this contract:

Part (a) of Section 3 of ARTICLE II shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case, Part (b) of Section 3 of ARTICLE II shall be deemed amended to read as follows: "(b) If the Employee desires to terminate or return to the United States prior to the expiration of twenty-four months from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods and personal effects to the United States."

ARTICLE IX does not apply. The employee shall receive an annual salary of $9600.00 (GS-14), and, during the period of official duty overseas shall receive allowances based on such annual salary (including ~~xxxxxxxxxxxxxxxx xxxxxxxxxxx~~ subsequent increases) computed in accordance with applicable Foreign Service Regulations. Initially, the sum of $8481.00 per annum ~~xxxxxxx~~ (FSS-3) (plus in-class or class promotions) directly by the Department of State. The difference between the authorized CIA salary and the salary paid by the Department of State, plus the difference, if any, between ~~xxxxxxxxxx~~ allowances based on the authorized CIA salary and the allowances based on salary payments by the Department of State and paid by them, shall be paid to the employee in accordance with his written instructions.

A lump sum payment for annual leave is to be paid up to 2 December 1951. Sick leave is to be held in escrow until such time as subject reverts back to GS-status, at which time, accrued sick leave will be credited.

In the event any of the provisions in this Article are inconsistent with the provisions of any other Article in this contract, the provisions of this Article XV, shall govern and be determinative of the rights and obligations under this contract.

UNITED STATES OF AMERICA

BY: L. C. Clenbuch
~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~
CHIEF, PERSONNEL DIVISION (C)

Birch D. O'Neal
(Employee)

WITNESS: W J Wall

~~Overseas Branch Chief~~
CHIEF, OVERSEAS SECTION

APPROVED:

Chief of Operations

Assistant Director for
Special Operations

14-00000

CENTRAL INTELLIGENCE AGENCY
Washington 25, D. C.

ER 2-2961a

Office of the Director

19 October 1951

MEMORANDUM FOR: ASSISTANT DIRECTOR FOR OPERATIONS
ASSISTANT DEPUTY, INSPECTION & SECURITY

SUBJECT: Appreciation for Work of CIA Personnel

1. It is a pleasure to forward the attached memorandum from Major General Ralph J. Canine, Director, Armed Forces Security Agency.

2. Please express my personal appreciation to each of the individuals mentioned therein for their excellent cooperation in connection with this operation.

/s/

WALTER B. SMITH
Director

Enclosure -
Memo dtd 12 Oct 51

COPY

14-00000

F'LE

DEPARTMENT OF DEFENSE
Armed Forces Security Agency
Washington 25, D. C.

In reply refer to

Serial: 1691

12 October 1951

MEMORANDUM FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

SUBJECT: Appreciation of Work of CIA Personnel

1. Between 1 August and 15 August 1951, in support of a special Armed Forces Security Agency operation, Mr. Edward F. Hall, Mr. Birch O'Neill, Mr. John Salb, and Dr. Raymond S. Hall executed their additional assigned duties in an efficient and admirable manner. They consistently demonstrated initiative, interest, and a spirit of cooperation which assured the success of this operation.

2. I am gratified by this further demonstration of support of the Armed Forces Security Agency by the Central Intelligence Agency and I should be grateful if you would express to these gentlemen my appreciation of a job well done.

/s/

RALPH J. CANINE
Major General, US Army
Director, Armed Forces Security Agency

COPY

14-00000

STANDARD FORM 61 (REVISED AUGUST 1948)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

APPOINTMENT AFFIDAVITS

IMPORTANT.—*Before swearing to these appointment affidavits, you should read and understand the attached information for appointee*

CIA
(Department or agency) (Bureau or division) (Place of employment)

I, BIRCH D. O'NEAL, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

2 October 1951
(Date of entrance on duty)

Birch D. O'Neal
(Signature of appointee)

Subscribed and sworn before me this 2 day of October, A. D. 1951

at WASHINGTON, D. C.
(City) (State)

[SEAL]

Robert W. White
(Signature of officer)

(Title)

NOTE.—*If the oath is taken before a Notary Public the date of expiration of his commission should be shown.*

16—65100-2

14-00900

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, city and State)
4703 CRESCENT ST. W. WESTCHESTER HALE MD.

2. (A) DATE OF BIRTH: 1 JUNE 1913 | (B) PLACE OF BIRTH (city or town and State or country): BAINBRIDGE GEORGIA

3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY: MRS. BIRCH D. O'NEAL | (B) RELATIONSHIP: WIFE | (C) STREET AND NUMBER, CITY AND STATE: 4703 CRESCENT ST. ... | (D) TELEPHONE NO.: 04-0321

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO

If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARRIED	SINGLE
		1. ______ 2. ______ 3. ______			
		1. ______ 2. ______ 3. ______			
		1. ______ 2. ______ 3. ______			

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	X	
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? *If your answer is "Yes", give details in Item 10.*		X
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? *If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act; and rating, if retired from military or naval service.*		X
8. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? *If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.*		X
9. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED $25 OR LESS, OR FORFEITED COLLATERAL OF $25 OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? *If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date, (2) the nature of the offense or violation, (3) the name and location of the court, (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.*		X

10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS

ITEM NO.	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment.

This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) *Identity of appointee.*—It is the duty of the appointing officer to guard against impersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was authorized. The appointee's signature and handwriting are to be compared with the application and/or other pertinent papers. If the appointee qualified in a written examination, the signature on this form should be compared with the signature on the declaration sheet, which was signed in the examination room. His physical appearance may be checked against the medical certificate. The appointee may also be questioned on his personal history for agreement with his previous statements.

(2) *Age.*—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) *Citizenship.*—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) *Members of Family.*—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 16—55161-4

14-00000

STANDARD FORM 61 (REVISED AUGUST 1950)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

APPOINTMENT AFFIDAVITS

INFORMATION FOR APPOINTEE

NOTE.—Before he can be appointed, an applicant for a Federal position must meet certain requirements over and above the requirement that he be able to do the work he is employed to do. On the attached form you are to swear (or affirm) that you meet these requirements. In addition, there are certain restrictions upon your conduct as a Federal employee. They are set forth on this sheet. You should familiarize yourself with these restrictions and be guided by them. *Detach this portion of the form and retain it for your information and guidance.*

I. INFORMATION ABOUT APPOINTMENTS

Persons selected from competitive registers will receive either a temporary or a probational appointment.

For persons receiving a probational appointment, the first year of service is a probationary period unless a shorter period is fixed for the position by the Civil Service Commission. Satisfactory completion of probation is required for absolute appointment.

The completion of probation is required when a person who is reinstated or transferred has not previously completed a probationary period.

Persons receiving probational appointments are included under the Civil Service Retirement Act.

Appointments specifically limited to 1 year or less are usually considered temporary appointments.

For excepted appointments, a trial period may be required at the discretion of the employing agency.

II. MEMBERS-OF-FAMILY RESTRICTION

Except for persons entitled to veteran preference, no person may be probationally appointed to a position in the competitive service if there are two or more members of his family already serving in the competitive service under probational or permanent appointments. A family is defined by the Attorney General as persons who live under the same roof with the head of the family and form part of his fireside. When they branch out and become heads of new establishments, they cease to be part of the old family. Minors do not establish another family merely by living at an address different from that of their parents. An appointment is illegal if the appointee is disqualified by the members-of-family restriction.

III. APPOINTMENTS ARE SUBJECT TO INVESTIGATION

All probational appointments, reappointments, reinstatements, conversions to competitive appointments, inter-agency transfers, and certain temporary appointments are "subject to investigation" for an 18 month period. During this period, the Civil Service Commission has authority to instruct an agency to separate an employee for any of the reasons given below except that the Commission's authority is not limited by the 18-month period in cases described under Items 4, 5, and 8 below. The condition "subject to investigation" expires automatically at the end of 18 months of service unless an appeal on loyalty matters is pending. However, an employing agency may remove an employee for any of the reasons given below at any time.

Any of the following reasons constitutes sufficient cause for the removal of an employee from the service:

1. Conduct or capacity of such a nature that removal will promote the efficiency of the service.
2. Physical or mental unfitness for the position he holds.
3. Criminal, infamous, dishonest, immoral, or notoriously disgraceful conduct.
4. Establishment of the fact that the employee has made intentional false statements or engaged in deception or fraud in examination or appointment.
5. Refusal to furnish testimony to the Civil Service Commission or its authorized representatives in regard to matters inquired of arising under the Civil Service Act, Rules, and Regulations.
6. Habitual use of intoxicating beverages to excess.
7. Reasonable grounds exist for belief that the person involved is disloyal to the Government of the United States (see Section IV).
8. Any legal or other disqualification which makes the applicant unfit for Federal employment.

IV. SUBVERSIVE ACTIVITY AND AFFILIATION

Section 9A of Public Law 252, 76th Congress, approved August 2, 1939, otherwise known as the "Hatch Act," provides:

"(1) It shall be unlawful for any person employed in any capacity by any agency of the Federal Government, whose compensation, or any part thereof, is paid from funds authorized or appropriated by any act of Congress, to have membership in any political party or organization which advocates the overthrow of our constitutional form of government in the United States.

"(2) Any person violating the provisions of this section shall be immediately removed from the position or office held by him, and thereafter no part of the funds appropriated by any act of Congress for such position or office shall be used to pay the compensation of such person;"

Executive Order 9835 of March 21, 1947, provides:

"1. The standard for the refusal of employment or the removal from employment in an executive department or agency on grounds relating to loyalty shall be that, on all the evidence, reasonable grounds exist for belief that the person involved is disloyal to the Government of the United States.

"2. Activities and associations of an applicant or employee which may be considered in connection with the determination of disloyalty may include one or more of the following:

'a. Sabotage, espionage, or attempts or preparations therefor, or knowingly associating with spies or saboteurs;

'b. Treason or sedition or advocacy thereof;

'c. Advocacy of revolution or force or violence to alter the constitutional form of government of the United States;

'd. Intentional, unauthorized disclosure to any person, under circumstances which may indicate disloyalty to the United States, of documents or information of a confidential or nonpublic character obtained by the person making the disclosure as a result of his employment by the Government of the United States;

'e. Performing or attempting to perform his duties, or otherwise acting, so as to serve the interests of another government in preference to the interests of the United States;

'f. Membership in, affiliation with or sympathetic association with any foreign or domestic organization, association, movement, group or combination of persons, designated by the Attorney General as totalitarian, Fascist, Communist, or subversive, or as having adopted a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or as seeking to alter the form of government of the United States by unconstitutional means.'"

The appointing officer will make available to you the list of organizations prescribed by the Attorney General upon your request.

Various appropriation acts contain a provision prohibiting the use of appropriated funds to pay the salary or wages of any person who advocates, or who is a member of an organization that advocates, the overthrow of the Government of the United States by force or violence. These acts provide that an affidavit shall be considered prima facie evidence that the person making the affidavit does not advocate, and is not a member of an organization that advocates, the overthrow of the Government of the United States by force or violence. These acts provide further that any person who advocates, or who is a member of an organization that advocates, the overthrow of the Government of the United States by force or violence and accepts

employment the salary or wages for which are paid from any such appropriation shall be guilty of a felony, and, upon conviction, shall be fined not more than $1,000 or imprisoned for not more than 1 year, or both, and that this penalty shall be in addition to, and not in substitution for, any other provisions of law.

The affidavit referred to above is one of those to which you are required to swear (or affirm) on the attached page.

V. STRIKING AGAINST THE FEDERAL GOVERNMENT

Various appropriation acts provide that no part of the funds appropriated therein shall be used to pay the salary or wages of any person who engages in a strike against the Government of the United States or who is a member of an organization of Government employees that asserts the right to strike against the Government. Such acts provide further that any person who engages in a strike against the Government, or who is a member of an organization of Government employees that asserts the right to strike against the Government, and accepts employment the salary or wages for which are paid from any such appropriation, shall be guilty of a felony and, upon conviction, shall be fined not more than $1,000 or imprisoned for not more than 1 year, or both, and that this penalty shall be in addition to, and not in substitution for, any other provisions of law.

One of the affidavits on the attached page to which you are required to swear (or affirm) pertains to this provision against striking against the Government.

VI. HOLDING STATE OR LOCAL OFFICE

Federal employees are prohibited from accepting or holding an office or position under State, territorial, county, or municipal governments. There are certain specific exceptions. They are published in Civil Service Commission Form 1236. Before any person appointed to the Federal service accepts or continues to hold any office or position under a State or local government, the matter should be presented to the appropriate authorities of the agency in which he is employed for a decision as to whether he properly may accept or continue to hold such office or position.

VII. POLITICAL ACTIVITY

The terms of the act of August 2, 1939 ("Hatch Act"), as amended, prohibit officers and employees in the executive branch of the Federal Government from using official authority or influence for the purpose of interfering with an election or affecting the result thereof. Further, such officers and employees are prohibited from taking any active part in political management or in political campaigns. These prohibitions apply not only to permanent employees, but also to temporary employees, employees on leave of absence with or without compensation, and substitute employees during the period of active employment. Political activity identified with any political party in any election is prohibited.

Some of the forms of forbidden political activity are:

1. Serving on or for any political committee, party, or other similar organization.
2. Soliciting or handling political contributions.
3. Serving as officer of a political club, as member or officer of any of its committees, addressing such a club, or being active in organizing it.
4. Serving in connection with preparation for, organizing, or conducting a political meeting or rally, addressing such a meeting, or taking any other active part therein except as a spectator.
5. Engaging in political conferences while on duty, or canvassing a district or soliciting political support for a party, faction, or candidate.
6. Manifesting offensive activity at the polls, at primary or regular elections, soliciting votes, assisting voters to mark ballots, or helping to get out the voters on registration or election days.
7. Acting as recorder, checker, watcher, or challenger of any party or faction.
8. Serving in any position of election officer, in which partisanship or partisan political management may be shown.
9. Publishing or being connected editorially or managerially with any newspaper generally known as partisan from a political standpoint, or writing for publication or publishing any letter or article, signed or unsigned, in favor of or against any political party or candidate. (Ownership entirely disassociated from editorial control and managerial activities limited entirely to business management would not be regarded as being within this provision.)
10. Becoming a candidate for nomination or election to office, Federal, State, or local, which is to be filled in an election in which party candidates are involved.
11. Distributing campaign literature or material.
12. Initiating or circulating political petitions, including nomination petitions.
13. Assuming political leadership or becoming prominently identified with any political movement, party, or faction, or with the success or failure of any candidate for election to public office.

General statements as to certain activities which are considered as permissible on the part of Federal officers and employees:

1. *Voting.*—The direct language of the law specifically provides that all such persons retain the right to vote as they may choose.
2. *Expression of opinions.*—The right to express political opinions is reserved to all such persons.

NOTE: This reservation is subject to the prohibition that such persons may not take any active part in political management or in political campaigns.

3. *Contributions.*—It is lawful for any officer or employee to make a voluntary contribution to a regularly constituted political organization, provided such contributions are not made in a Federal building or to some other officer or employee within the scope of the act referred to above.
4. *Political pictures.*—It is lawful for any officer or employee to display a political picture in his home if he so desires.
5. *Badges, buttons, and stickers.*—While it is not unlawful for an officer or employee to wear a political badge or button or to display a political sticker on his private automobile (except where forbidden by local ordinance), it is felt that it is inappropriate for any public servant to make a partisan display of any kind while on duty, conducting the public business.
6. *Penalties.*—Persons appointed to positions in the Executive branch of the Federal Government are warned that the penalty for an established violation of the above mentioned political activity prohibitions is immediate removal from the service.

VIII. OFFENSES WHICH ARE PUNISHABLE BY FINE OR IMPRISONMENT

Certain other statutes prohibit Federal officers and employees from engaging in various activities under penalty of fine or imprisonment, or both. The activities prohibited by such statutes relate to such matters as political assessments, political coercion and discrimination, and purchase and sale of office. The text of these statutes is set forth in Civil Service Commission Form 1236.

Some of the activities prohibited under penalty of fine or imprisonment, or both, are as follows:

1. Solicitation or receipt of political contributions by one officer or employee from another.
2. The giving or handing over of a political contribution by one employee to another.
3. Solicitation or receipt of political contributions in a Federal building by any person, whether or not an employee of the Government.
4. Solicitation or receipt by any person of political contributions from any person receiving any benefit under any act of Congress appropriating funds for relief.
5. Solicitation or receipt of anything of value, either for personal reward or as a political contribution, in return for the use of, or the promise to use, influence to secure an appointive office under the United States.
6. Payment, or the offer of payment, for the use of influence in securing an appointive office under the United States.
7. Promising employment, compensation, or other benefit made possible by act of Congress as consideration or reward for political activity.
8. Discrimination by an officer or employee in favor of, or against, another officer or employee on account of political contributions.
9. Depriving any person on account of race, creed, or color, or political activity, of compensation or other benefit made possible by any act of Congress appropriating funds for relief.
10. Disclosure for political purposes of any list or names of persons receiving benefits under an act of Congress appropriating funds for relief and the receipt of such a list for political purposes.

IX. PROHIBITION AGAINST DISCRIMINATION

Appointing officers are required by the Civil Service Rules to act on all personnel matters "solely on the basis of merit and fitness and without regard to political or religious affiliations, marital status, or race."

X. INSTRUCTION OF APPLICANTS

Officers and employees of the Government are prohibited from instructing or teaching with a view to the special preparation of any person for civil-service examinations.

16-55160-1

STANDARD FORM 61 (REVISED APRIL 1, 1949)
PROMULGATED BY CIVIL SERVICE COMMISSION
CHAPTER A1 FEDERAL PERSONNEL MANUAL

APPOINTMENT AFFIDAVITS

IMPORTANT.—*Before swearing to these appointment affidavits, you should read and understand the attached information for appointee*

CENTRAL INTELLIGENCE AGENCY .... WASHINGTON, D. C.
(Department or agency) (Bureau or division) (Place of employment)

I, BIRCH D. O'NEAL, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers contained in my Application for Federal Employment, Form No. 57, dated January 2, 19[illegible], filed with the above-named department or agency, which I have reviewed, are true and correct as of this date with the exceptions noted in the Declaration of Appointee on the reverse of this form. (If no exceptions, write "None" on the Declaration of Appointee.)

Birch D. O'Neal
(Signature of appointee)

Subscribed and sworn before me this 20th day of March, A. D. 1950,

at Washington (City) D. C. (State)

[SEAL]

Chloris D. H[illegible]
(Signature of officer)

Personnel Clerk
(Title)

NOTE.—*If the oath is taken before a Notary Public the date of expiration of his commission should be shown.*

16—56100-1

14-00000

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. *Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below.* Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (*street and number, city and State*): 4703 CRESCENT ST. N.W. WASHINGTON D.C.

2. (A) DATE OF BIRTH: 1 JUNE 1913 | (B) PLACE OF BIRTH (*city or town and State or country*): BAINBRIDGE GEORGIA

3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY: MRS. BIRCH D. O'NEAL | (B) RELATIONSHIP: WIFE | (C) STREET AND NUMBER CITY AND STATE: 4703 CRESCENT N.W. WASHINGTON D.C. | (D) TELEPHONE NO.: OL-0321

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO
If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (*Give street number, if any*)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARRIED	SINGLE (*Check one*)
		1. 2. 3.			
		1. 2. 3.			
		1. 2. 3.			

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	X	
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? *If your answer is "Yes", give details in Item 10.*		X
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? *If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act; and rating, if retired from military or naval service*		X
8. HAVE YOU EVER BEEN DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? *If your answer is "Yes", give in Item 10 the name and address of employer, date, and reason in each case.*		X
9. SINCE YOUR 16TH BIRTHDAY, HAVE YOU EVER BEEN ARRESTED, INDICTED OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED, OR IMPRISONED OR PLACED ON PROBATION, OR HAVE YOU EVER BEEN ORDERED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION OR ORDINANCE (EXCLUDING MINOR TRAFFIC VIOLATIONS FOR WHICH A FINE OR FORFEITURE OF $25 OR LESS WAS IMPOSED)? *If your answer is "Yes", list all such cases under Item 10. Give in each case (1) The date, (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.*		X

10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS

ITEM NO.	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment.

This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) *Identity of appointee.*—The appointee's signature and handwriting are to be compared with the application and/or other pertinent papers. The physical appearance may be checked against the medical certificate. The appointee may also be questioned on his personal history for agreement with his previous statements.

(2) *Age* —If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) *Citizenship* —The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) *Members of Family* —Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members-of-family provisions does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 16—65100-1

14-00000

FORM DSP-34
9-1-48
FORMERLY FS-372

DEPARTMENT OF STATE

APPLICATION FOR EMPLOYMENT IN THE FOREIGN SERVICE OF THE UNITED STATES

BUDGET BUREAU NO. 47-R07--1
APPROVAL EXPIRES FEBRUARY 28, 1951

THIS SPACE FOR OFFICE USE ONLY

____ PREVIOUS ____ CARDED ____ ACKNOWLEDGED
____ INDEXED ____ INVESTIGATED ____ ACTION
CODE ____________ OTHER ____________

INSTRUCTIONS—Answers to all questions must be typed or printed. All questions must be answered fully. If sufficient space has not been provided for your answer to any question, complete your answer under item # 37. Forward in duplicate.

DATE OF APPLICATION:

SOCIAL SECURITY NUMBER:

POSITION APPLIED FOR:

THIS SPACE FOR OFFICE USE ONLY

1. NAME (Last) (First) (Middle) (Maiden, if any): O'NEAL, Birch Dilworth

2. HAVE YOU EVER BEEN KNOWN BY ANY OTHER NAME? ☐ YES ☐ NO. IF ANSWER IS "YES", GIVE FULL DETAILS UNDER ITEM #37.

3a. PERMANENT ADDRESS (Place from which transportation will be authorized if appointed. Street number and name): 211 Evans Street,

3b. CITY, POSTAL ZONE, STATE: Bainbridge, Georgia

4. STATE OF WHICH YOU ARE A LEGAL RESIDENT: Georgia

5. PRESENT ADDRESS IF DIFFERENT FROM ABOVE: 4703 Crescent Street, N.W. Washington, D.C.

PRESENT BUSINESS PHONE:

PRESENT HOME PHONE: OL-0821

6. DATE OF BIRTH (month, day, year): June 1, 1913

7. PLACE OF BIRTH (City, state, or country): Bainbridge, Georgia

8a. IF BORN OUTSIDE U.S. HOW WAS CITIZENSHIP ACQUIRED? -

8b. IF A NATURALIZED CITIZEN, PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE -

9. SEX: ☒ MALE ☐ FEMALE

10. HEIGHT: 6 FT. 1 IN.

11. WEIGHT: 185 LBS.

12. MARITAL STATUS: ☐ SINGLE ☒ MARRIED ☐ WIDOWED ☐ DIVORCED ☐ SEPARATED

13. WHAT IS THE LOWEST BASE SALARY, EXCLUSIVE OF ALLOWANCES YOU WILL ACCEPT? $ PER ANNUM

14. WHAT RESTRICTIONS ARE THERE IF ANY ON YOUR IMMEDIATE AVAILABILITY FOR DUTY IN ANY PART OF THE WORLD? None

15. FULL NAME OF HUSBAND/WIFE (If wife, maiden name): Frances Pauly O'Neal, formerly Frances Pauly

b. DATE OF BIRTH: April 30, 1920

c. PLACE OF BIRTH (City, state, or country): Glenpool, Oklahoma

d. IF BORN OUTSIDE U.S. HOW WAS CITIZENSHIP ACQUIRED? -

e. IF NATURALIZED, PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE. -

16. DEPENDENTS

NAME	RELATIONSHIP	DATE OF BIRTH
Birch Dilworth O'Neal, Jr.	son	July 16, 1947
Melinda Pauly O'Neal	daughter	June 12, 1950
Frances Pauly O'Neal	wife	April 30, 1920

17. WHICH DEPENDENTS WOULD YOU WISH TO ACCOMPANY YOU ABROAD? All

18a. FATHER'S NAME: Maston Emmett O'Neal

b. PLACE OF BIRTH: Bainbridge, Ga.

c. OCCUPATION: Lawyer

d. PRESENT ADDRESS: 211 Evans Street, Bainbridge, Georgia

e. IF BORN OUTSIDE U.S. DID FATHER EVER OBTAIN U.S. CITIZENSHIP? ☐ YES ☐ NO -

19a. MOTHER'S MAIDEN NAME: Bessie Matthews

b. PLACE OF BIRTH: Thomaston, Georgia

c. OCCUPATION IF ANY: Housewife

d. PRESENT ADDRESS: 211 Evans Street, Bainbridge, Georgia

e. IF BORN OUTSIDE U.S. DID MOTHER EVER OBTAIN U.S. CITIZENSHIP? ☐ YES ☐ NO -

20a. CAN YOU TAKE DICTATION? ☐ YES ☒ NO W.P.M.

b. ARE YOU A STENOTYPIST? ☐ YES ☒ NO W.P.M.

c. CAN YOU TYPE BY TOUCH SYSTEM? ☐ YES ☒ NO W.P.M.

d. NAME OTHER OFFICE MACHINES YOU OPERATE: none

14-00000

21. MILITARY STATUS

a. IF YOU HAVE BEEN IN THE ARMED FORCES OR IN THE MERCHANT MARINE IN WHAT SERVICE AND BRANCH DID YOU SERVE? *(e.g. U.S. Army; Field Artillery)* —	b. SERVICE OR SERIAL NUMBER —
c. DATE OF ENTRY ON ACTIVE DUTY — / d. RATE OR RANK AT TIME OF ENTRY —	e. DATE OF HONORABLE DISCHARGE OR SEPARATION —
f. RATE OR RANK AT TIME OF DISCHARGE OR SEPARATION —	g. PRESENT RATE OR RANK IF ON ACTIVE DUTY —

22a. WHAT PERTINENT FEDERAL CIVIL SERVICE EXAMINATIONS HAVE YOU TAKEN? *(Give year, title, and grade received)* —

b. DO YOU HAVE A PERMANENT CIVIL SERVICE STATUS IN THE FEDERAL GOVERNMENT? ☐ YES ☒ NO	c. IF NOW EMPLOYED IN THE FEDERAL GOVERNMENT GIVE PRESENT GRADE AND DATE OF LAST CHANGE IN GRADE GS-14 Effective 17 Sept. 1950

23. HAVE YOU EVER APPLIED FOR A POSITION UNDER THE DEPARTMENT OF STATE OR TAKEN AN EXAMINATION FOR A POSITION UNDER THE DEPARTMENT OF STATE?
☒ YES ☐ NO IF ANSWER IS "YES" GIVE PARTICULARS UNDER ITEM #37.

24. HAVE YOU EVER HELD A POSITION UNDER A FOREIGN GOVERNMENT? *(Including service in the Armed Services of a Foreign power)*
☐ YES ☒ NO IF ANSWER IS "YES" GIVE DETAILS UNDER ITEM #37.

25. OUTLINE YOUR TRAVEL OR RESIDENCE ABROAD GIVING DATES, PURPOSE, AND PLACES. *(If not while in the Armed Forces give number, date, and place of issuance of American passport.)*

See employment with Department of State at Bogota, Colombia, Mexico City and Caracas, Venezuela.

26. FOREIGN LANGUAGES *(Name and indicate the extent of your competence, i.e. Excellent, Good, Fair).*

a. LANGUAGE	b. READ	c. WRITE	d. SPEAK	e. UNDERSTAND
Spanish	good	good	good	good

27. EDUCATION

a. GRADE SCHOOL — CIRCLE HIGHEST GRADE COMPLETED 1 2 3 4 5 6 (7) 8

	NAME AND ADDRESS	DATES ATTENDED		YEARS COMPLETED		DEGREES CONFERRED	MAJOR SUBJECTS	SEMESTER HOURS CREDIT
b. HIGH SCHOOLS OR PREPARATORY SCHOOLS	Bainbrige High Bainbridge, Ga.	1926	1931	5 yrs.		Diploma	—	— 21 Units
c. COLLEGES OR UNIVERSITIES	University of Georgia Athens, Ga.	1931	1935	4 yrs.		A.B.	Political Science	—
d. OTHER EDUCATIONAL INSTITUTIONS OR TRAINING SCHOOLS	University of Georgia Law School, Athens, Ga.	1935	1937	3 yrs.		LL.B.	Law	—

28. EMPLOYMENT

INSTRUCTIONS. *(In the spaces provided below describe every position which you have held since you first began to work. Start with present position and work back to the first position which you held. Account for all periods of unemployment and state reasons of any unemployment indicated) Use continuation sheet if more space is required.*

PRESENT POSITION

DATES OF EMPLOYMENT *(Month, year)* FROM: Dec. 1949 TO: present	EXACT TITLE OF YOUR PRESENT POSITION: Legal Liaison Officer / SALARY OR EARNINGS: STARTING $ 7000 PER YR. PRESENT $ 8800 PER YR.
PLACE OF EMPLOYMENT *(City, state)* Washington, D.C.	DESCRIPTION OF YOUR WORK: Handling legal matters and liaison with all other departments and agencies of U.S. government. Highly technical work involving immigration & naturalization laws, visa regulations and related matters.
NAME AND ADDRESS OF EMPLOYER: Central Intelligence Agency 2430 E Street, N.W.	
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU: 2 officers and 1 clerical	
NAME AND TITLE OF YOUR IMMEDIATE SUPERVISOR: General Walter B. Smith	
REASON FOR WISHING TO LEAVE: Desire to return to foreign service	IF CURRENTLY EMPLOYED, MAY WE APPROACH PRESENT EMPLOYER? ☒ YES ☐ NO

FORM DSP-34

Continuation Sheet

DATES OF EMPLOYMENT (Month, year) FROM Sept. 1942 TO Jan. 1945	EXACT TITLE OF YOUR POSITION: ..tache
PLACE OF EMPLOYMENT (City, state): Mexico City and Bogota, Colombia	SALARY OR EARNINGS: STARTING $4600 PER YR. FINAL $ 5600 PER YR.
NAME AND ADDRESS OF EMPLOYER: Dept. of State	DESCRIPTION OF YOUR WORK: Political information gathering and reporting and handling cases involving the proclaimed list of blocked nationals and trading with the enemy.
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU: 7 officors and 14 clerical	
NAME AND TITLE OF IMMEDIATE SUPERVISOR: Ambassador Arthur Bliss Lane Ambassador George Messersmith	
REASON FOR LEAVING: To return to the Dept. of Justice	

DATES OF EMPLOYMENT (Month, year) FROM: Ja-. 1938 TO: Sept. 1942	EXACT TITLE OF YOUR POSITION: Attorney
PLACE OF EMPLOYMENT (City, state): Washington, D.C.	SALARY OR EARNINGS: STARTING $3000 PER YR. FINAL $4600 PER YR.
NAME AND ADDRESS OF EMPLOYER: Dept. of Justice	DESCRIPTION OF YOUR WORK: Handling and supervising the handling of many and various types of Federal laws.
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU: 3 officers and 2 clerical	
NAME AND TITLE OF IMMEDIATE SUPERVISOR: Attorney General Homer Cummings	
REASON FOR LEAVING: To enter foreign service.	

DATES OF EMPLOYMENT (Month, year) FROM: July 1937 TO: Jan. 1938	EXACT TITLE OF YOUR POSITION: Attorney-at-law
PLACE OF EMPLOYMENT (City, state): Bainbridge, Ga.	SALARY OR EARNINGS: STARTING $ - PER YR. FINAL $2000 PER YR.
NAME AND ADDRESS OF EMPLOYER: Self	DESCRIPTION OF YOUR WORK: General practice of law. Handling cases involving administration of estates, abstracts of titles, contracts, torts, wills and criminal trials.
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU: 1 clerical	
NAME AND TITLE OF IMMEDIATE SUPERVISOR: -	
REASON FOR LEAVING: To join Dept. of Justice	

DATES OF EMPLOYMENT (Month, year) FROM: TO:	EXACT TITLE OF YOUR POSITION
PLACE OF EMPLOYMENT (City, state)	SALARY OR EARNINGS: STARTING $ PER YR. FINAL $ PER YR.
NAME AND ADDRESS OF EMPLOYER	DESCRIPTION OF YOUR WORK
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU	
NAME AND TITLE OF IMMEDIATE SUPERVISOR	
REASON FOR LEAVING	

REMARKS

DATES OF EMPLOYMENT (Month, year) FROM: [illegible] TO: [illegible] [redacted]	EXACT TITLE OF YOUR POSITION [redacted] Attache	SALARY OR EARNINGS STARTING $ [illegible] PER YR. FINAL $ 7000 PER YR.
PLACE OF EMPLOYMENT (City, state) Caracas, Venezuela	DESCRIPTION OF YOUR WORK Was assigned to Political Section. Had frequent contact with high foreign government officials. Gathered and reported political information. Handled matters of special interest for the Ambassador.	
NAME AND ADDRESS OF EMPLOYER 2 officers and 3 clerical		
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU Ambassador Walter J. Donnelly		
NAME AND TITLE OF IMMEDIATE SUPERVISOR CIA had special need for technical knowledge and I accepted the offer.		
REASON FOR LEAVING		

DATES OF EMPLOYMENT (Month, year) FROM: June 1946 TO: Feb. 1947	EXACT TITLE OF YOUR POSITION Attorney-at-law	SALARY OR EARNINGS STARTING $ - PER YR. FINAL $ 5000 PER YR.
PLACE OF EMPLOYMENT (City, state) Bainbridge, Ga.	DESCRIPTION OF YOUR WORK Engaging in general practice of law, handling cases involving contracts, torts, wills and administration of estates, abstracts of titles and criminal trials.	
NAME AND ADDRESS OF EMPLOYER Self - associated with father.		
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU 1 clerical		
NAME AND TITLE OF IMMEDIATE SUPERVISOR -		
REASON FOR LEAVING To return to foreign service.		

DATES OF EMPLOYMENT (Month, year) FROM: Jan. 1945 TO: June 1946	EXACT TITLE OF YOUR POSITION Attorney	SALARY OR EARNINGS STARTING $ 5600 PER YR. FINAL $ 6000 PER YR.
PLACE OF EMPLOYMENT (City, state) Washington, D.C.	DESCRIPTION OF YOUR WORK Supervising and handling cases involving many and various types of violations of Federal law.	
NAME AND ADDRESS OF EMPLOYER Dept. of Justice		
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU 5 lawyers and 3 clerical		
NAME AND TITLE OF IMMEDIATE SUPERVISOR Hon. Tom Clark, Attorney General		
REASON FOR LEAVING To return to private law practice		

29. OTHER POSITIONS HELD FOR LESS THAN THREE MONTHS AND PERIODS OF UNEMPLOYMENT. (List—Beginning with most recent)

DURATION FROM	DURATION TO	POSITION	NAME AND ADDRESS OF EMPLOYER OR REASON FOR UNEMPLOYMENT	STARTING AND FINAL SALARY PER ANNUM
		-		

30. HAVE YOU EVER BEEN DISCHARGED OR FORCED TO RESIGN FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? ☐ YES ☒ NO
IF ANSWER IS "YES" GIVE FULL DETAILS UNDER ITEM #37.

31a. HAVE YOU NOW OR HAVE YOU EVER HAD ANY PHYSICAL DEFECTS OR DISABILITIES WHATSOEVER? ☐ YES ☒ NO

b. HAVE YOU EVER BEEN UNDER TREATMENT FOR A MENTAL OR EMOTIONAL DISORDER? ☐ YES ☒ NO

c. WITHIN THE PAST TWELVE MONTHS, HAVE YOU FREQUENTLY USED INTOXICATING BEVERAGES TO EXCESS? ☐ YES ☒ NO

d. HAVE YOU EVER HAD TUBERCULOSIS? ☐ YES ☒ NO

e. WERE YOU EVER MEDICALLY DISCHARGED FROM THE ARMED FORCES? ☐ YES ☒ NO

IF ANY OF YOUR ANSWERS TO ANY OF THE ABOVE IS "YES" GIVE FULL PARTICULARS UNDER ITEM #37. -

[illegible]. DOES YOUR FINANCIAL POSITION PERMIT DISCHARGE OF ALL DEBTS IN CURRENT? [X] YES [ ] NO IF ANSWER IS "NO" STATE UNDER ITEM #47 THE NAMES OF CREDITORS, AMOUNTS DUE TO EACH, AND DATES ON WHICH THE OBLIGATIONS WERE CONTRACTED.	[illegible]. IF NOW RESIDING ABROAD HAVE YOU EVER PAID A U.S. INCOME TAX? [ ] YES [ ] NO IF ANSWER IS "YES" GIVE YEAR AND OFFICE OF LAST PAYMENT.

33. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF ANY POLITICAL PARTY OR ORGANIZATION THAT ADVOCATES THE OVERTHROW OF THE GOVERNMENT OF THE UNITED STATES BY FORCE OR VIOLENCE?

[ ] YES [X] NO IF ANSWER IS "YES" GIVE FULL DETAILS UNDER ITEM #47.

34. HAVE YOU EVER BEEN ARRESTED OR DETAINED BY CIVIL OR MILITARY AUTHORITIES IN THE UNITED STATES OR IN ANY OTHER COUNTRY *(other than for minor traffic violations where the fine did not exceed $25?)* [ ] YES [X] NO

IF SO, STATE UNDER ITEM #47 THE NAME AND LOCATION OF THE COURT, DATE, AND DETAILS OF PROCEEDINGS, AND DISPOSITION.

35. LIST THREE COMPETENT AND RESPONSIBLE PERSONS IN THE UNITED STATES NOT RELATED TO YOU BY BLOOD OR MARRIAGE WHO ARE PARTICULARLY QUALIFIED TO SUPPLY DEFINITE INFORMATION REGARDING YOUR CHARACTER AND ABILITY *(do not give names of supervisors listed in answer to questions no. 28 or 29).*

NAME	ADDRESS	OCCUPATION
Hon. A.B. Con.er	Bainbridge, Ga.	U.S. District Judge
Hon. Fletcher Warren	Dept. of State Was in ton, D.C.	Ambassador-Diplomat
Dr. Gordon Chason	Bainbridge, Ga.	Physician-Surgeon

36. MENTION HERE ANY SPECIAL QUALIFICATIONS OR ACHIEVEMENTS NOT COVERED ELSEWHERE IN THIS APPLICATION. INCLUDE SUCH ITEMS AS ANY BOOKS OR ARTICLES YOU HAVE WRITTEN, SPECIAL RESEARCH WORK, TECHNICAL SKILLS, HONORARY OR PROFESSIONAL SOCIETY MEMBERSHIPS, AND ANY OTHER INFORMATION YOU CONSIDER PERTINENT. YOU MAY INCLUDE ANY PERTINENT RELIGIOUS, CIVIC, WELFARE, OR ORGANIZATIONAL ACTIVITY WHICH YOU HAVE PERFORMED EITHER WITH OR WITHOUT COMPENSATION, SHOWING THE NUMBER OF HOURS PER WEEK AND NUMBER OF WEEKS PER YEAR IN WHICH YOU WERE ENGAGED IN SUCH ACTIVITY.

Phi Kappa Phi (Honorary Scholastic Fraternity)
Blue Key National Honor Fraternity
Phi Delta Phi (Legal Fraternity)
Decatur County Bar Association, Bainbridge, Ga.
Georgia Bar Association, Atlanta, Ga.
American B.r Association

37. USE THIS SPACE FOR COMPLETING ANSWERS TO ANY OF THE FOREGOING QUESTIONS, NUMBERING ANSWER TO CORRESPOND WITH QUESTIONS. USE EXTRA SHEETS OF PAPER IF NECESSARY.

#23. Application No. 6843 for oral examination under the War Manpower Act, made in approximately February 1947.

Presently under provisions of Civil Service Retirement Act.

Draft Status: None
Reserve Status: None

CERTIFICATION

False Statement on this Application is Cause for Dismissal.

I, DO SOLEMNLY AFFIRM THAT THE INFORMATION CONTAINED HEREIN IS CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF.

September 5 '75 — DATE

[signature] — NAME AS USUALLY WRITTEN AND WHICH WILL BE USED AS OFFICIAL SIGNATURE

14-00000

OSO

PHYSICAL QUALIFICATION RECORD

NAME	NATURE OF ACTION
O'NEAL, Birch D.	Trans. Funds
TITLE OF POSITION	**GRADE**
Intelligence Officer	GS-13
DEPARTMENT OR FIELD	
Departmental	

Subject was found physically [xx] fit [ ] unfit for duty with this organization in the above grade and position.

RECOMMENDATIONS: And Overseas Duty

3 April 1950
DATE

Paul V. Haagland
SIGNATURE OF PHYSICAL REQUIREMENTS OFFICER

FORM NO. 36-57
NOV 1948

Form 2014 (November 1941)

UNITE STATES CIVIL SERVICE COMM ION

1073

CERTIFICATE OF MEDICAL EXAMINATION

Applicant must fill in dotted lines below to heavy line

BIRCH D. O'NEAL (Name) ... 24 EVANS ST. BAINBRIDGE GA. (Post office address)

Male (Sex) ... June 1, 1913 (Date of birth) ... MEDICAL. (Title of examination taken)

... (Department and bureau in which you are to be employed) ... Caracas Venezuela (City or town in which you are to be employed)

1. Have you any physical defect or disease or disability whatsoever? yes

2. If answer is "yes" give details Wilson [illegible]

PHYSICIAN SHOULD FILL IN THE FOLLOWING

72 3/4 inches (Height, without shoes) ... *185 pounds (Weight, in clothing) ... 180 pounds (Weight, without clothing) | Males, with and without clothing; females, clothed, but without wrap or hat.

*To be taken for males only upon special written request of the official ordering examination.

Items checked (✓) were examined and found normal. Deviations from normal are noted. (See instructions on reverse side, numbered to correspond with items below.)

1. **Eyes:** Distant vision: Without glasses: Right: 20/20 Left: 20/20 With glasses if worn: Right: 20/— Left: 20/—

Near vision:

What is the longest and the shortest distance at which the following specimens of Jaeger No. 1 and Jaeger No. 2 can be read by the applicant? If No. 1 is read with ease, No. 2 need not be given. Test each eye separately.

With the view of promoting health and efficiency and of minimizing accidents among Federal employees, the heads of the several executive departments and independent establishments having a medical personnel are directed to make such physical examination of applicants for (Jaeger No. 1) and employees in the Federal classified service as may be requested by the Civil Service Commission or its authorized representative. This order will supplement the Executive orders of May 29 and June 18, 1924 (Executive order, September 4, 1924). (Jaeger No. 2)

	Without glasses	With glasses, if used
Jaeger No. 1	R. 4 in. to 18 in.	R. — in. to — in.
	L. 4 in. to 18 in.	L. — in. to — in.
Jaeger No. 2	R. 4 in. to 18 in.	R. — in. to — in.
	L. 4 in. to 18 in.	L. — in. to — in.

Evidence of disease or injury: Right ... no ... Left ... no —

Color vision: Is color vision normal when Ishihara or other color plate test is used? yes

If not, can applicant pass lantern, yarn or other comparable test? —

2. **Ears:** (Consider denominators indicated here as normal. Record as numerators the greatest distance heard.) Ordinary conversation: Right ear 20/20 ft. Left ear 20/20 ft. Evidence of disease or injury: Right ear no Left ear no —

3. Nose, sinus disease, etc. ✓
4. Mouth and throat ✓
5. Gastro-intestinal ✓
6. Thyroid (especially in women) ✓
7. Heart and blood vessels ✓

Blood pressure: Mm. Hg. systolic 128 Mm. Hg. diastolic 80 —

Is organic heart disease present? no If organic heart disease is present, is it fully compensated? —

8. Lungs: Right ✓ Left ✓

History of tuberculosis? no If so, has the disease been arrested for at least 1 year? —

If there is a history of tuberculosis, is any type of collapse therapy being received at present? (If so, give full details under remarks.) —

9. Hernia none —

(If present, name variety: inguinal, ventral, femoral, etc.; read definition on reverse before answering)

If present, is it supported by a well-fitting truss?

10. Varicose veins none

Varicocele (*see note 10 on reverse side*) none (If present, state location and degree)

11. Feet: Is flat foot present? no Degree of impairment of function — (None, slight, moderate, severe)

12. Deformities, atrophies, and other abnormalities, diseases, or defects not included above ... Wilsons [illegible] (1942)

13. Scars of serious injury or disease appendectomy (McBurney) —

14. Nervous system (*see note 14 on reverse side*) ✓

Is there any history of a "nervous breakdown"? no

If hospitalized, give name of hospital and location —

15. (a) Urinalysis (*see reverse side*) — (b) Venereal disease no

16. Obtain from applicant statement of disabilities, past and present, give diagnosis and your comments under "Remarks."

17. Does Veterans Administration recognize service-connected disability in this case? no (Yes or no) If "yes," cover in your comments.

18. Has examinee ever received disability retirement from U. S. Civil Service Commission? no (Yes or no)

16—1003-1 **This certificate is to be returned to the official requesting the examination** [OVER]

The aim of the Executive order [illegible]eptember 4, 1924, under which this examinat[illegible] made, is to obtain information as to the physical condition of appointees to the classified civil service with a view to promoting efficiency and minimizing accidents and claims under United States employees' compensation laws.

Notes for Examining Physician

WEIGHT.—Males, without clothing, and also in ordinary clothing without overcoat or hat (weigh twice); females, clothed, but without wrap or hat. If overweight, state whether due to bone and muscle or to fat.
HEIGHT.—Without boots or shoes, observe that no appliances are used to increase.
The examination should include the following observations:

1. **Eyes.**—Ptosis; discharge; corneal scar; pterygium. In recording distant vision consider 20 feet as normal and report all vision as a fraction with 20 feet as numerator and the smallest type read at 20 feet as denominator. If glasses are used, record for each eye the finding with and without glasses. Near vision must be reported. In testing vision without glasses the applicant or appointee should be instructed to *remove the glasses at least one-half hour before testing uncorrected vision.*

2. **Ears.**—Evidence of middle ear or mastoid disease; condition of drums; discharge. In recording hearing, record 20 feet as normal distance for conversational voice and record deviation from normal as fraction with 20 as denominator and actual distance as numerator.

3. **Nose.**—Ability to blow through each nostril. If free, a speculum examination would not be indicated.

4. **Mouth and throat.**—Missing teeth, pyorrhea; tonsils, hypertrophy or disease.

5. **Gastro-intestinal.**—Ulcers, inflammations, etc.

6. **Thyroid.**—Presence of tumor in neck and tremor, exophthalmos; nervous high-strung disposition, especially in women.

7. **Heart.**—Murmurs. State whether functional or organic. If valvular disease exists, state whether or not it is fully compensated. Arteriosclerosis.

8. **Lungs.**—It is necessary that the auscultatory cough be used. If tuberculosis is present, state whether active or arrested; if arrested, state your opinion as to how long it has been quiescent. Sputum to be examined for tubercle bacilli in all suspected cases.

9. **Hernia.**—Give details as to size, location, etc., and whether well-fitting truss is worn. Inguinal hernia exists when ring is enlarged and on coughing visceral impulse is felt which follows the finger on withdrawal.

10. **Varicocele.**—If varicocele is present, state approximate size—e. g., size of walnut, lemon, etc.

11. Flat feet of such a nature as to incapacitate or become aggravated by work or be alleged later to have been caused by accident or occupation. By "flat foot," as used in this form, is meant a weak foot with impaired function, the term being equivalent to "fallen or misplaced arch," an abnormal condition. Impairment of function is the point to be noted. An anatomically flat foot, but strong, is not disqualifying.

12 and 13. Scars, deformities, atrophies, and paralyses should be noted, but it is not important that small insignificant scars or blemishes which might be referred to as marks of identification be recorded.

14. This entry should include symptoms and full history of any mental or nervous abnormality.

15. Urinalysis to be made in case of persons over 40, and in all cases where arteriosclerosis, nephritis, or diabetes is suspected, and when obesity is found on examination.

Record of urinalysis, if made: Sp. gr. .... Albumen .... Sugar .... Casts ....

If tachycardia is present, give pulse rate: Sitting .... Immediately after exercise .... Two minutes after exercise .... Cardiac reserve .... (Good, fair, or poor)

I have found this applicant abnormal under the following headings: ....

In my opinion, applicant is capable of performing duties involving Moderate physical exertion. (Arduous, moderate, or light)

REMARKS: History of malaria, last recurrence 1942.

(Signature of applicant) Birch D. O'Neal
(This space to be filled in, as a matter of identification, by the applicant in own hand writing, and in ink, in the presence of the physician)

Washington, D.C.
(Place of examination)

Feb 11 - 1947
(Date of examination)

The examining physician must be a duly licensed doctor of medicine (M. D.)

Pedro [illegible], M.D.
(Signature of examining physician)

.... (If in Federal medical service, give title and branch)

Full time? .... Part time? .... Fee paid? ....

The personnel officer should fill in the blanks below before sending this form to the Commission for action

To be appointed in .... (Department) .... (Bureau)

Title of position ....

Type of appointment (check): ☐ Original appointment ☐ Transfer ☐ Reinstatement ☐ Classification

Number of certificate upon which applicant's name appears (to be given in case of original appointment) ....

NAME | GRADE | SERIAL NO. | AGE | WARD

PART TO BE EXAMINED (OR TREATED)

CLINICAL DIAGNOSIS (INCLUDE OPERATIONS)

HOSPITAL | DATE | SIGNATURE , M. C.

Neg.

, M.C.

Film No. .... Date 11 ... 47

WD AGO Form 8-68 1 December 1944
This form supersedes W. D., M. D. Form MK-2, 9 June 1942, which may be used until existing stocks are exhausted.

RADIOLOGIC REPORT

OSS Form 1180b
(Rev. 5/12/45)

OFFICE OF STRATEGIC SERVICES
Washington, D. C.

FBT HKA

11 February 1947 (5)

O'Neal, Birch D. was given a physical examination on this date and found qualified for

[X] Full Duty Overseas

[ ] Limited Duty Overseas

[ ] Duty in USA Only

Profile Serial (For Army EM only)

Defects Noted:

Ulceration- left ankle and tarsal regions; result of 370 degree burn(26Dec47).
This man is not qualified for overseas until the ulcer is healed, probably needs skin graft.
Feb 27-Skin graft, ulcer completely healed; fit for duty overseas.
Immunization completed 28 Feb 47.

PEDRO M. SOUZA, MAJ. M.C.

(76951)

14-00000

MEDICAL CLEARANCE

(CIVILIAN)

11 February 1947

CERTIFICATE NO. 1

This is to certify that Birch D. O'Neal

was given a physical examination on this date and found

fit - xxxxt for service outside the United States.

JOHN R TIETJEN, 1st. Lt. MC

X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X

15 March 1947

CERTIFICATE NO. 2

This is to certify that Birch D. O'Neal

was given a physical inspection on this date and found

free of any communicable diseases.

JOHN R. TIETJEN, 1st. Lt. MC

Explanatory Note: Certificate No. 1 is issued after a complete physical examination has been made to determine the individual's physical fitness for foreign service. Certificate No. 2 is issued after a physical inspection. It should be done within 48 hours prior to departure.

FORM NO. 37-30
JAN 1947

(230)

14-00000

SECRET
When Filled In

OFFICIAL USE ONLY (until filled in)

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

SECTION I — BIOGRAPHIC AND POSITION DATA

1. EMP SER NO	2. NAME (Last-First-Middle)	3. SEX	4. DATE OF BIRTH	5. SCHEDULE GRADE STEP
058553	ONEAL BIRCH D		06/01/13	GS -16-05

6. SD	7. POSITION TITLE	8. OFFICE OF ASSIGNMENT	9. LOCATION (City, Country)
D	OPS OFFICER CH	CI	WASH., D.C.

SECTION II — AGENCY OVERSEAS SERVICE

AREA	TYPE TOUR	FROM	TO
~~VENEZUELA~~	~~PCS XX~~	~~47/09/18~~	~~49/12/01~~
~~GUATEMALA~~	~~PCS XX~~	~~51/12/01~~	~~54/04/01~~
~~AFRICA~~	~~TDY XX~~	~~54/07/01~~	~~54/08/01~~
~~MEXICO~~	~~TDY XX~~	~~55/04/01~~	~~55/04/01~~
~~VENEZUELA~~	~~TDY XX~~	~~56/07/01~~	~~56/07/01~~
~~EUROPEAN AREA~~	~~TDY XX~~	~~56/10/01~~	~~56/11/01~~

CORRECTED BELOW

AREA	TYPE TOUR	FROM	TO
VENEZUELA	PCS	47/09/18	49/12/20
GUATEMALA	PCS	51/12/20	54/4/30
AFRICA & WESTERN EUROPE	TDY	54/7/26	54/8/27
MEXICO	TDY	55/4/19	55/4/28
EUROPE	TDY	55/11/8	55/12/10
VENEZUELA	TDY	56/7/17	56/7/24
EUROPE	TDY	56/10/24	56/11/19
MEXICO	TDY	60/10/20	60/10/25

OVERSEAS DATA
CODED
DATE: 2 Jun 67 INITIALS: [illegible]

SECTION III — EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEAR
BACH	HISTORY, GENERAL	GA UNIV	35
BACH	LAW, GENERAL	GA UNIV	37

FORM 1-67 444J Mfg 2-67

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

6 7 JUN ENTD

(4-51)

SECRET

SECTION III — EDUCATION (Cont'd)

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS	YEARS ATTENDED	GRADUATE
BAINBRIDGE HIGH	BAINBRIDGE GEORGIA GA	1927-1931	☑ YES ☐ NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	MAJOR	MINOR	YEARS ATTENDED FROM TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM. QTR. HRS. (Specify)
UNIVERSITY OF GEORGIA ATHENS, GA.	HISTORY		1931-1935	A.B.	1935	DON'T RECALL
LUMPKIN LAW SCHOOL OF UNIVERSITY OF GEORGIA ATHENS, GA	LAW		1935-1937	LL.B.	1937	9 QUTS.

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

	NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1	NONE				
2					
3					

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

	NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1	F.B.I. SPECIAL AGENTS WASHINGTON D.C.	INVESTIGATIONS - LAW ENFORCEMENT	10 JAN 1938	APRIL 1938	14 WEEKS
2	DITTO (PERIODIC IN-SERVICE	DITTO RETRAINING)			8 WEEKS TOTAL
3					
4	CENTRAL INTELLIGENCE GROUP WASHINGTON D.C.	INTELLIGENCE COLLECTION	1947 FEB	1947 MAR	3 WEEKS
5					

AGENCY-SPONSORED EDUCATION

Specify which, if any, of the education shown in Section III was Agency sponsored

	NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1	NONE				
2					
3					
4					
5					

SECRET

SECRET
(When Filled In)

SECTION IV — GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY (CHECK): RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
Ecuador	- temporary residence	1942-FEB-- June 1942		X	X		X
Colombia	" "	Oct 1942--June 1943		X	X		X
Mexico	" "	1942--Dec 1943		X	X		X
Venezuela	"	March 1947--Dec 1949		X	X		X
Guatemala	"	Dec 1951--Apr 1954		X	X		X
Western Europe	None	(Jul-Aug 1954 (Nov-Dec 1955 (Oct-Nov 1956			X X X		X X X
SOUTH AFRICA	NONE	JULY-AUG 1954			X		X
Mexico c1-61	None	April 1955 October 1960	Travel only				X X
Mexico	"	1962			X		

In temp. residence countries gained special knowledge police, investigative systems and practices, local politics, both historical and then current.

SECTION V — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (WPM) NONE 2. SHORTHAND (WPM) 3. INDICATE SHORTHAND SYSTEM USED — CHECK (X) APPROPRIATE ITEM
☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER (SPECIFY)

4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comptometer, mimeograph, card punch, etc.)

SECTION VI — SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH

Baseball - good — Tract - fair
Football - good — Fishing - good
Tennis - fair — Hunting - good

2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATION OF RADIO TRANSMITTERS (indicate CW speed, sending & receiving), OFFSET PRESS, TURRET LATHE, EDP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES

None

3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC.? ☒ YES ☐ NO

4. IF YOU HAVE ANSWERED "YES" TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license registry number if known)

Attorney at Law, State of Georgia 1937

5. FIRST LICENSE/CERTIFICATE (year of issue) 1937

6. LATEST LICENSE/CERTIFICATE (year of issue) NO OTHERS REQUIRED

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (do NOT submit copies unless requested). INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (non fiction or scientific articles, general interest subjects, novels, short stories, etc.)

None

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

None

9. PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

Highschool and college debating and service club speeches ~~for FBI~~.

SECRET

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SECTION VII	MILITARY SERVICE

CURRENT DRAFT STATUS

1. ARE YOU REGISTERED FOR THE DRAFT? ☐ YES ☒ NO	2. SELECTIVE SERVICE CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS	4. IF DEFERRED GIVE REASON

MILITARY SERVICE RECORD (Active Duty Only)

1. MILITARY ORGANIZATION (Army, Navy, etc. - specify)	2. BRANCH OR CORPS	3. DATES OF SERVICE (extended active duty) FROM TO
4. STATUS (Regular, Reserve, etc. - specify)	5. RANK, GRADE OR RATE (at separation if past service)	6. SERIAL, SERVICE OR FILE NUMBER

7. CHECK TYPE OF SEPARATION
☐ HONORABLE DISCHARGE ☐ RETIREMENT FOR SERVICE ☐ UNDUE HARDSHIPS
☐ RELEASE TO INACTIVE DUTY ☐ RETIREMENT FOR COMBAT DISABILITY ☐ OTHER (Specify)
☐ RETIREMENT FOR AGE ☐ RETIREMENT FOR PHYSICAL DISABILITY

8. BRIEF DESCRIPTION OF MILITARY DUTIES (record the duties and skills which best describe your work or function in the military service)

MILITARY RESERVE NATIONAL GUARD STATUS None

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG
☐ ARMY ☐ MARINE CORPS ☐ COAST GUARD ☐ NATIONAL GUARD
☐ NAVY ☐ AIR FORCE ☐ AIR NATIONAL GUARD

1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK	3. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION

4. CHECK CURRENT RESERVE CATEGORY ☐ READY RESERVE ☐ STANDBY (active) ☐ STANDBY (inactive) ☐ RETIRED ☐ DISCHARGED

5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES (record the duties and skills which best describe your work or function in the military service)

6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS

MILITARY SCHOOLS COMPLETED (Active Duty, Reserve Status or as Civilian)

	NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED		
1	University of Georgia, Athens, Ga.	Basic ROTC	1933		RESIDENT / CORRESPONDENCE / AGENCY SPONSORED
2					RESIDENT / CORRESPONDENCE / AGENCY SPONSORED
3					RESIDENT / CORRESPONDENCE / AGENCY SPONSORED
4.					RESIDENT / CORRESPONDENCE / AGENCY SPONSORED
5.					RESIDENT / CORRESPONDENCE / AGENCY SPONSORED

SECRET

SECRET
(When Filled In)

SECTION IX	MARITAL STATUS		
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY: married			
2. NAME OF SPOUSE (Last) O'NEAL	(First) Gladys	(Middle) Frances	(Maiden) PAULY
3. DATE OF BIRTH: 30 April 1920	4. PLACE OF BIRTH (City, State, Country): Glenpool, Oklahoma		
5. OCCUPATION: Housewife	6. PRESENT EMPLOYER: None		
7. CITIZENSHIP: United States	8. FORMER CITIZENSHIP(S) (COUNTRY(IES)): None	9. DATE U.S. CITIZENSHIP ACQUIRED: Birth	

SECTION X — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
Birch D. Jr.	Son	Caracas, Venezuela	U.S.	Bethesda, Maryland
Melinda Pauly	Daughter	12 June 1950	U.S.	Bethesda, Maryland

SECTION XI — PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS

NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP FROM	DATE OF MEMBERSHIP TO
Society of Former Special Agents, FBI	New York, N.Y.	1946	1967
Kappa Alpha Order	University of Georgia, Athens, Ga.	1932	1937
~~" " " Alumni Chapter~~	~~Washington, D.C.~~	~~1954~~	~~1967~~
I am a member of the National Genealogical Society, Sunderland Pl. Washington, D.C.			
Camellia Society of the Potomac Valley. ~~Kappa Alpha Social Fraternity~~			
Phi Kappa Phi National Scholastic Fraternity, University of Georgia			
~~Law School Alumni Society of University of Georgia~~			
and so far as I know, no other organization of any kind ~~excepting a church.~~			

DATE	SIGNATURE OF EMPLOYEE
5 May 1967	Birch D. O'Neal

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(When Filled In)

PERI[illegible]IC SUPPLEMENT
PERSONAL HISTORY STATEMENT

THIS DATE: 21 January 1959

INSTRUCTIONS

This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through XIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.

SECTION I — GENERAL

1. FULL NAME (Last-First-Middle): O'NEAL BIRCH DILWORTH

2. CURRENT ADDRESS (No., Street, City, Zone, State): 4623 High Street, Chevy Chase, Maryland

3. PERMANENT ADDRESS (No., Street, City, Zone, State): 211 Evans Street, Bainbridge, Georgia

4. HOME TELEPHONE NUMBER: Oliver 4-6024

5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE: Temporary-Maryland; Permanent-Georgia

SECTION II — PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S.: O'NEAL MASTON E.

2. RELATIONSHIP: Brother

3. HOME ADDRESS (No., Street, City, Zone, State, Country): Alice Street, Bainbridge, Georgia

4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country). INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE: Decatur County Courthouse, Bainbridge, Georgia

5. HOME TELEPHONE NUMBER: 194 J

6. BUSINESS TELEPHONE NUMBER: 4

7. BUSINESS TELEPHONE EXTENSION: ----

8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE.
My mother should not be notified directly but only through one of my brothers or my sister

SECTION III — MARITAL STATUS

1. CHECK (X) ONE: [ ] SINGLE [XX] MARRIED [ ] WIDOWED [ ] SEPARATED [ ] DIVORCED [ ] ANNULLED

2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS

SPOUSE: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiance.

3. NAME: (First) Gladys (Middle) Frances (Maiden) Pauly (Last) O'Neal

4. DATE OF MARRIAGE: 27 March 1945

5. PLACE OF MARRIAGE (City, State, Country): Tulsa, Oklahoma, USA

6. ADDRESS OF SPOUSE BEFORE MARRIAGE (No., Street, City, State, Country): 220 East 27th Place, Tulsa, Oklahoma

7. LIVING: [X] YES [ ] NO

8. DATE OF DEATH: ----

9. CAUSE OF DEATH: ----

10. CURRENT ADDRESS (Give last address, if deceased): 4623 High Street, Chevy Chase, Maryland

11. DATE OF BIRTH: 30 April 1920

12. PLACE OF BIRTH (City, State, Country): Glenpool, Oklahoma, USA

13. IF BORN OUTSIDE U.S., DATE OF ENTRY: ----

14. PLACE OF ENTRY: ----

15. CITIZENSHIP (Country): USA

16. DATE ACQUIRED: Birth

17. WHERE ACQUIRED (City, State, Country): Oklahoma

18. OCCUPATION: Homemaker

19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers)

20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country): ----------

SECTION III CONTINUED TO PAGE 2

SECRET
(When Filled In)

SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE OF SPOUSE (From and To) BY MONTH AND YEAR

———— ————

22. BRANCH OF SERVICE	23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED
————	————

24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN

American Embassy, Mexico City, Mexico 1940 - 1945

SECTION IV — RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS

1

1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
STEPHENS CHARLES PRESTON	First Cousin	44

4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES

Caracas, Venezuela - Manager Coca Cola Co. Interests

5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
USA	Approximately 2 or 3 letters annually	May 1958

2

1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE

4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES

5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT

3

1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE

4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES

5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT

4

1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE

4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES

5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT

5. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES

SECTION V — FINANCIAL STATUS

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? [X] YES [ ] NO

2. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? [ ] YES [XX] NO IF YOU HAVE ANSWERED "YES," GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.

3. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? [ ] YES [X] NO

4. IF YOU HAVE ANSWERED "YES" TO QUESTION 3 ABOVE, GIVE COMPLETE DETAILS.

5. WITHOUT REFERENCE TO YOUR SALARY, STATE OTHER SOURCES OF RECURRENT INCOME NOT INDICATED BY PRECEDING ITEMS.

SECTION V CONTINUED TO PAGE 3

SECRET

SECTION V CONTINUED FROM PAGE 2

6. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS

NAME OF INSTITUTION	ADDRESS (City, State, Country)
The City Bank	Penn. Avenue, Washington, D. C.
First State National Bank	Bainbridge, Georgia

7. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? [ ] YES [X] NO

8. IF YOU HAVE ANSWERED "YES" TO QUESTION 7 ABOVE, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)

SECTION VI — CITIZENSHIP

1. COUNTRY OF CURRENT CITIZENSHIP: USA

2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE: [X] BIRTH [ ] MARRIAGE [ ] OTHER (Specify):

3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? [ ] YES [XX] NO

4. GIVE PARTICULARS

5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papers, etc.)

SECTION VII — EDUCATION

1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED

[ ]	LESS THAN HIGH SCHOOL GRADUATE	[ ]	OVER TWO YEARS OF COLLEGE - NO DEGREE
[ ]	HIGH SCHOOL GRADUATE	[ ]	BACHELOR'S DEGREE
[ ]	TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE	[ ]	GRADUATE STUDY LEADING TO HIGHER DEGREE
[ ]	TWO YEARS COLLEGE OR LESS	[ ] MASTER'S DEGREE	[ ] DOCTOR'S DEGREE

2. COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		DATES ATTENDED		DEGREE REC'D	DATE REC'D	SEM/QTR HRS. COMPLETED (Specify)
	MAJOR	MINOR	FROM	TO			

3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL HOURS
		FROM	TO	

4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL WEEKS
		FROM	TO	

5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE

SECTION VIII — GEOGRAPHIC AREA KNOWLEDGE

1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE KNOWLEDGE GAINED AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT OTHER THAN ORGANIZATION EXPERIENCE. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE," INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY: RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT

2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE

3. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE GAINED KNOWLEDGE AS A RESULT OF ORGANIZATION ASSIGNMENT OR ACTIVITY.

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY: HOURS ASSIGNMENT	FIELD ASSIGNMENT	TRAINING
England & So.Africa	Intelligence Services	July-August 1954	TDY		
Sweden		October 1956	TDY		
Germany		Oct.-Nov. 1956	TDY		
Italy, Greece		Week Each 1955	TDY		
France		Three days 1955	TDY		

SECTION IX — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (W.P.M.)
2. SHORTHAND (W.P.M.)
3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM: GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER (Specify):
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Mimeograph, Card Punch, etc.)

SECTION X — SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH
2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK
3. EXCLUDING EQUIPMENT NOTED IN SECTION X, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO, MULTILITH, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.
4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF KNOWN.
5. FIRST LICENSE OR CERTIFICATE (Year of issue)
6. LATEST LICENSE OR CERTIFICATE (Year of issue)

SECRET
(When Filled In)

SECTION X CONTINUED FROM PAGE 4

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

9. LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

SECTION XI ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE

1
1. INCLUSIVE DATES (From- and To-): March 1947 - December 1949
2. GRADE: 13
3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: WH Division -DDP
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: Seven
5. OFFICIAL POSITION TITLE: Chief of Station - Intelligence Officer
6. DESCRIPTION OF DUTIES: Collecting and supervising collection of intelligence as Chief of Station

2
1. INCLUSIVE DATES (From- and To-): January 1950 - June 1950
2. GRADE: 13
3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: WH Division - DDP
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: 12
5. OFFICIAL POSITION TITLE: Branch Chief - Intelligence Officer
6. DESCRIPTION OF DUTIES: Supervising and directing the collection and dissemination of intelligence information as Branch Chief

3
1. INCLUSIVE DATES (From- and To-): June 1950 - December 1951
2. GRADE: 14
3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: Office of Inspection & Security
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: 5
5. OFFICIAL POSITION TITLE: Chief, Alien Affairs Branch
6. DESCRIPTION OF DUTIES: Liaison with Immigration and Naturalization Service and Passport and Visa Divisions of Department of State in relation to aliens of operational interest. Facilitating entry and exit and naturalization.

4
1. INCLUSIVE DATES (From- and To-): January 1952 - April 1954
2. GRADE: 14
3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: WH Division - DDP
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: 7
5. OFFICIAL POSITION TITLE: Chief of Station - Intelligence Officer
6. DESCRIPTION OF DUTIES: Supervising collection and collecting intelligence as Chief of Station

5
1. INCLUSIVE DATES (From- and To-): June 1954 - 10 April 1955
2. GRADE: 14
3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT: Office of Security
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION: None
5. OFFICIAL POSITION TITLE: Intelligence Officer
6. DESCRIPTION OF DUTIES: Conducting special investigations for the Director of Security

(See ... 6) (Use additional pages if required)

SECRET

SECRET
(When Filled In)

SECTION XII — CHILDREN AND OTHER DEPENDENTS

1. NUMBER OF CHILDREN (Including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING.

2. NUMBER OF OTHER DEPENDENTS (Including spouse, parents, stepparents, sister, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING.

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

NAME	RELATIONSHIP	YEAR OF BIRTH	SEX		CITIZENSHIP	ADDRESS
			M	F		
Frances P. O'Neal	Wife	1920		X	USA	Chevy Chase, Md.
Birch Jr.	Son	1947	X		USA	Chevy Chase, Md.
Melinda P.	Daughter	1950		X	USA	Chevy Chase, Md.

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

From 10 April 1955 to present I have been Chief of the Special Investigations Division of the Counter Intelligence Staff DDP conducting investigations and supervising five officers and four clerical employees in relation to investigations of a sensitive nature envolving operational security matters.

DATE COMPLETED: 23 January 1959

SIGNATURE OF EMPLOYEE: BIRCH D. O'NEAL Birch D. O'Neal

SECRET

Standard Form 57—June 1946
U. S. CIVIL SERVICE COMMISSION

APPLICATION FOR FEDERAL EMPLOYMENT

Form approved.
Budget Bureau No. 50-R046.

INSTRUCTIONS.—Answer every question [illegible] fully and completely. Typewrite or write in INK. If you are applying for a specific United States Civil Service examination, read the examination announcement carefully and [illegible] directions. Mail this application to the office named in the announcement. Be sure to mail to the same office any other forms required by the announcement. Notify the office with which you file this application of any change in your address.

APPLICATION No.

1. Name of examination, or kind of position applied for.

2. Optional subject (if mentioned in examination announcement)

3. Place of employment applied for:

4. Mr. / Mrs. / Miss (First name) (Middle) (Maiden, if any) (Last)
[illegible]irch Lilworth [illegible]

5. Street and number or R. D. number:
4[illegible] [illegible]ine Street

City or post office (including postal zone), and State.
[illegible], Georgia

ANNOUNCEMENT

6. Legal or voting residence (State): Georgia
7. Office phone No.: [illegible]
Home phone: [illegible]

8. Place of birth (city and State; if born outside U. S., name city and country): Bainbridge, Georgia

9. Date of birth (month, day, year): June 1, 191[illegible]
10. Age last birthday: [illegible]
11. ☒ Male ☐ Female

12. ☒ Married ☐ Single
13. Height without shoes: 6 feet 1 inches Weight: 1[illegible] pounds

14. Have you ever been employed by the Federal Government? ☒ Yes ☐ No
If now employed by the Federal Government, give present grade and date of last change in grade

SELECTION No.

DO NOT WRITE IN THIS BLOCK
For Use of Civil Service Commission Only

☐ Appor / ☐ Non-appor	Material ☐ Submitted ☐ Returned	Entered register:
Notations:	App. Review: Approved:	

OPTION	GRADE	EARNED RATING	PREFERENCE	AUGM. RATING
			☐ 5 points (tent.)	
			☐ 10 points	
			☐ Wife or Widow	
			☐ Disal.	
			☐ Being investigated	
INITIALS AND DATE				

Indicate "Yes" or "No" answer by placing X in proper column	YES	NO
15. (a) Would you accept short-term appointment, if offered, for— 1 to 3 months?		X
3 to 6 months?		X
6 to 12 months?		X
(b) Would you accept appointment, if offered— to Washington, D. C.?	X	
anywhere in the United States?	X	
outside the United States?	X	

15. (c) If you will accept appointment in certain locations ONLY, give acceptable locations.

(d) What is the lowest entrance salary you will accept: $6000 per year.
You will not be considered for positions paying less.

(e) If you are willing to travel, specify: ☐ Occasionally ☒ Frequently ☐ Constantly

16. EXPERIENCE.—You are requested to furnish all information asked for below in sufficient detail to enable the Civil Service Commission and the appointing officers of agencies to determine your qualifications for the position for which you are applying. In the spaces provided below describe EVERY position you have held. Use a separate block for EACH position. You may also include any pertinent religious, civic, welfare or organizational activity which you have performed, either with or without compensation, showing the number of hours per week and weeks per year in which you were engaged in such activity. Start with your PRESENT position and work back, accounting for all periods of unemployment. Explain clearly the principal tasks which you performed in each position. Describe your experience in the Armed Services in question 17 (Military Experience).
(a) If you were ever employed in any position under a name different from that shown in item 4 of this application, give under "Description of your work" for each position, the name used.
(b) If you have never been employed or are now unemployed, indicate that fact in the space provided below for "Present Position."

PRESENT POSITION

Dates of employment (Month, year): From: June [illegible], 1[illegible] To present time

Exact title of your present position: Attorney-at-law

Salary or earnings: Starting, $ — per; Present, $ — per

Place of employment (city and State): Bainbridge, Georgia

Description of your work: General law practice

Name and address of employer (firm, organization, or person). If Federal, name department, bureau or establishment, and division: Self

Kind of business or organization (e. g., wholesale silk, insurance agency, mfg. of locks, etc.): Attorney-at-law

Number and kind of employees supervised by you: 1 - Secretary

Name and title of immediate supervisor: Not applicable

Reason for desiring to change employment: To enter [illegible]

(CONTINUED ON NEXT PAGE)

16—47290-2

16. CONTINUED

Dates of employment (Month, year) From [illegible] To [illegible]

Place of employment (city and State):

[illegible], D. C.

Name and address of employer (firm, organization, or person). If Federal, name department, bureau or establishment and division.

Federal Bureau of Investigation

Kind of business or organization (e. g., wholesale silk, insurance agency, mfg. of locks, etc.)

Law enforcement

Number and kind of employees supervised by you.

Up to 50, investigative & clerical

Name and title of immediate supervisor:

J. E. Hoover

Reason for leaving:

To return to practice of law.

Exact title of your position

Special Agent

Salary or earnings: Starting $ [illegible] per [illegible] Final $ [illegible] per [illegible]

Description of your work: [illegible] investigation of [illegible] of the [illegible] United States, [illegible] evidence in cases in which the United States is or may be a party in interest, and performing such other duties [illegible] by law.

Dates of employment (Month, year) From To

Place of employment (city and State).

Name and address of employer (firm, organization, or person). If Federal, name department, bureau or establishment, and division:

Kind of business or organization (e. g., wholesale silk, insurance agency, mfg. of locks, etc.).

Number and kind of employees supervised by you:

Name and title of immediate supervisor:

Reason for leaving:

Exact title of your position

Salary or earnings: Starting $ per Final $ per

Description of your work:

Dates of employment (Month, year) From To

Place of employment (city and State):

Name and address of employer (firm, organization, or person). If Federal, name department, bureau or establishment, and division.

Kind of business or organization (e. g., wholesale silk, insurance agency, mfg. of locks, etc.).

Number and kind of employees supervised by you:

Name and title of immediate supervisor:

Reason for leaving:

Exact title of your position

Salary or earnings: Starting $ per Final $ per

Description of your work:

Dates of employment (Month, year) From: To

Place of employment (city and State):

Name and address of employer (firm, organization, or person). If Federal, name department, bureau or establishment, and division:

Kind of business or organization (e. g., wholesale silk, insurance agency, mfg. of locks, etc.).

Number and kind of employees supervised by you.

Name and title of immediate supervisor:

Reason for leaving:

Exact title of your position.

Salary or earnings: Starting $ per Final $ per

Description of your work:

If more space is required, use a continuation [illegible] Form No. 58) or a sheet of paper the same size as this [illegible] Write on each sheet your name, address, date of birth, and examination title. Attach to [illegible].

14-00000

17. MILITARY EXPERIENCE. In order to [illegible] the [illegible] the placements of war veterans detailed [illegible] [illegible] the training and experience they have [illegible] in the Armed Services [illegible] special or technical schools while in the service write in Item (a) "N[illegible] service schools" and indicate in Item (c) [illegible] changes in duty assignment, showing dates of each assignment.

(a) First Special Service School attended

Location:

Dates attended (months, years):

From To

Rating received at end of this training

(b) What were you taught in First Special Service School?

(c) Duty assignment or rating after this training (give all important changes in duty assignment whether or not you attended a Service School):

Dates of duty assignment (months, years):

From To

(d) What did you do during this duty assignment?

(e) Second Special Service School attended

Location:

Dates attended (months, years):

From: To:

Rating received at end of this training:

(f) What were you taught in Second Special Service School?

(g) Duty assignment after this training:

Dates of duty assignment (months, years):

From To

(h) What did you do during this duty assignment?

List on a separate sheet of paper any additional experience, training, service, or special duty assignments during military service or hospitalization.

18. EDUCATION —Circle highest grade completed: 1 2 3 4 5 6 7 8 9 10 11 (12)

Mark (x) the appropriate box to indicate satisfactory completion of:

☐ Elementary School ☐ Junior High School ☐ Senior High School

(a) Give name and location of last high school attended

Bainbridge [illegible] School, Bainbridge, [illegible]

(b) Subjects studied in high school which apply to position desired.

-

(c) Name and Location of College or University	Major	Dates Attended From—	Dates Attended To—	Years Completed Day	Years Completed Night	Degrees Conferred Title	Degrees Conferred Date	Semester Hours Credit
University of Georgia, Athens,								
Ga.	History	1931	1935	[illegible]		A.B.	1935	?
University of Georgia Law School	Law	1935	1937	[illegible]		LL.B.	1937	?

(d) List Your Chief Undergraduate College Subjects	Semester Hours	List Your Chief Graduate College Subjects	Semester Hours
History	?	Law	?
English	?		
[illegible]	?		

(e) Other training such as vocational, business study courses given through the Armed Forces Institute (show name and location of school), or "in-service training" in a Federal agency:

	Subjects Studied	Dates Attended From—	Dates Attended To—	Years Completed Day	Years Completed Night
14 weeks F.B.I. training school for	Special Agents				
Approximately five F.B.I. "In-service"	schools of [illegible]	[illegible]			

19. Indicate your knowledge of foreign languages	Reading Exc.	Reading Good	Reading Fair	Speaking Exc.	Speaking Good	Speaking Fair	Understanding Exc.	Understanding Good	Understanding Fair
Spanish		x			x			x	
French			x			x			x

(a) How was your knowledge of foreign languages acquired?

Six weeks' intensive training in Spanish in F.B.I. [illegible] language [illegible] in Latin [illegible]. French in school.

(b) If you have traveled or resided in any foreign countries, indicate (1) names of countries (2) dates and length of time spent there and (3) reason or purpose (e. g., business, education, recreation).

[illegible] Colombia [illegible] F.B.I.

20. List any special skills you possess and machines and equipment you can use such as operation of short-wave radio, multilith, comptometer, key punch, turret lathe, scientific or professional devices.

Approximate number of words per minute in typing ...... shorthand ......

21. Are you now or have you ever been a licensed or certified member of any trade or profession (such as pilot, electrician, radio operator, teacher, lawyer, CPA, etc.)

☒ Yes ☐ No Give kind of license and State: Attorney-at-Law [illegible]

First license or certificate (year): 1937 [illegible]

Latest license or certificate (year): 19[illegible] License [illegible]

22. Give any special qualifications not covered elsewhere in your application such as
(a) your more important publications (do NOT submit copies unless requested)
(b) your patents or inventions
(c) public speaking and public relations experience
(d) membership in professional or scientific societies, etc.

Have had extensive public speaking and public relations experience, particularly as Assistant Special Agent in Charge of F.B.I. Field office.

Phi Delta Phi Legal Fraternity.
[illegible]

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23. REFERENCES: List three persons living in the United States or Territories of the United States who are NOT related to you and who have definite knowledge of your qualifications and fitness for the position for which you are applying. (Do not repeat names of supervisors listed under Item 21, EXPERIENCE.)

	FULL NAME	BUSINESS OR HOME ADDRESS (Give complete address, including street and number)	BUSINESS OR OCCUPATION
1.	[illegible]	[illegible]	[illegible]
2.	[illegible]	[illegible]	[illegible]
3.	[illegible]	[illegible]	[illegible]

24. May inquiry be made of your present employer regarding your character, qualifications, etc.? ☐ Yes ☐ No

Indicate "Yes" or "No" answer by placing X in proper column — YES | NO

25. Are you a citizen of the United States?

26. Do you advocate or have you ever advocated, or are you now or have you ever been a member of any organization that advocates the overthrow of the Government of the United States by force or violence? — X

If your answer is "Yes," give complete details in Item 38.

27. Within the past 12 months, have you habitually used intoxicating beverages to excess? — X

28. Since your 16th birthday have you ever been convicted, or fined, or imprisoned, or placed on probation, or have you ever been ordered to deposit bail, for the violation of any law, police regulation or ordinance (excluding minor traffic violations for which a fine of $25 or less was imposed)? — X

If your answer is "Yes," list all such cases under Item 38 below. Give in each case (1) the date, (2) the nature of the offense or violation, (3) the name and location of the court, (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.

29. Have you ever been discharged or forced to resign for misconduct or unsatisfactory service from any position?

If your answer is "Yes," give in Item 38 the name and address of employer, date, and reason in each case.

30. Do you receive an annuity from the U. S. or D. C. Government under any retirement act or any pension or other compensation for military or naval service?

If your answer is "Yes," give in Item 38 reason for retirement, that is, age, optional, disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay; and under what retirement act; and rating if retired from military or naval service.

31. Are you an official or employee of any State, Territory, county or municipality?

If your answer is "Yes," give details in Item 38.

32. Does the U. S. Government employ in a civilian capacity any relative of yours (by blood or marriage) with whom you live or have lived within the past 6 months?

If your answer is "Yes," show in Item 38 for EACH such relative (1) full name, (2) present address, (3) relationship, (4) department or agency by whom employed, and (5) kind of appointment.

33. Have you ever had a nervous break-down?

If your answer is "Yes," give complete details in Item 38.

34. Have you ever had tuberculosis?

If your answer is "Yes," give complete details in Item 38.

Indicate "Yes" or "No" answer by placing X in proper column — YES | NO

35. Have you any physical defect or disability whatsoever?

If your answer is "Yes," give complete details in Item 38.

36. (a) Were you ever in the United States Military or Naval Service during time of War?

(b) Is the word "honorable" or the word "satisfactory" used in your discharge or separation papers to show the type of your discharge or separation?

(c) Was service performed on an active full time basis, with full military pay and allowances?

(d)

Date of entry or entries into service	Date of separation or separations
—	..

Branch of service (Army, Navy, M. C., C. G., etc.)	Serial No. (If none, give grade or rating at time of separation.)
—	—

IF YOUR ANSWERS TO THIS QUESTION (Q. 36) INDICATE THAT YOU ARE ENTITLED TO VETERAN PREFERENCE, SUCH PREFERENCE WILL BE CREDITED IN THE EXAMINATION. IF APPOINTED, YOU WILL BE REQUIRED TO FURNISH TO THE APPOINTING OFFICER PRIOR TO ENTRY ON DUTY, OFFICIAL EVIDENCE OF SEPARATION FROM YOUR LATEST PERIOD OF ACTIVE SERVICE IN THE ARMED FORCES OF THE UNITED STATES DURING TIME OF WAR. DO NOT SUBMIT PROOF OF DISCHARGE OR SEPARATION WITH THIS APPLICATION.

Indicate "Yes" or "No" answer by placing X in proper column — YES | NO

37. (a) If you served in the U. S. Military or Naval Service during peacetime ONLY, did you participate in a campaign or expedition and receive a campaign badge or service ribbon?

(b) Are you a disabled veteran?

(c) Are you the unmarried widow of a veteran?

(d) Are you the wife of a veteran who has service-connected disability?

IF YOUR ANSWER TO QUESTION 37 (b), (c) OR (d) IS "YES" AND YOU WISH TO CLAIM VETERAN PREFERENCE, ATTACH TO THIS APPLICATION VETERAN PREFERENCE CLAIM (CIVIL SERVICE COMMISSION FORM 14) TOGETHER WITH THE NECESSARY PROOF SPECIFIED THEREIN.

THIS SPACE FOR USE OF APPOINTING OFFICE ONLY

The information contained in the answers to Question 36 above has been verified by comparison with the discharge certificate on ...., 19....

Agency .... Title ....

38. Space for detailed answers to other questions (indicate item numbers to which answers apply).

ITEM No.		ITEM No.	

If more space is required, use paper the same size as this page. Write on each sheet your name, address, date of birth, and examination title. Attach to inside of this application.

FALSE STATEMENT ON THIS APPLICATION IS PUNISHABLE BY LAW (U. S. CODE, TITLE 18, SECTION 80).

I certify that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Date January [illegible], 1947. Signature of applicant [signature]

(Sign your name in INK (one given name, initial or initials, and surname). If female, prefix Miss or Mrs. and if married use your own given name, as Mrs. Mary A. Doe.)

GPO 16—47326-4

SECRET

TO : Security Officer, CSO Date: 20 February 1950

FROM : COMMO

SUBJECT: Communications Debriefing of Birch D. O'Neal

The above named individual has been debriefed by this office and a copy of the debriefing statement is attached for inclusion in the individual files.

FOR THE CHIEF, COMMUNICATIONS DIVISION:

L. WISNER RAY

cc with Attachment:

SED ✓
CTD

SECRET

14-00000

SECRET

CENTRAL INTELLIGENCE AGENCY

COMMUNICATIONS DIVISION

SIGNAL SECURITY AND CONTROL SECTION

COMMUNICATIONS DEBRIEFING

I, BIRCH D. O'NEAL, do solemnly swear (or affirm) not to divulge any classified information concerning the communications of the Central Intelligence Agency as to organization, personnel, location, methods of operation, cryptographic systems, communications channels and facilities used.

I do further solemnly swear (or affirm) that I shall not discuss, divulge, publish or cause to be published any information concerning the cryptographic facilities, systems, or procedures employed by other United States Government Departments or Agencies of which I am cognizant by virtue of my communications duties with C.I.A.

I do further swear (or affirm) that I shall not discuss, divulge, publish or cause to be published any classified information or intelligence of which I am cognizant by virtue of my communications duties with CIA unless specifically authorized in writing in each case by the Director of Central Intelligence.

I have read the provisions of the Espionage Act and understand that after severing my relations with the Communications Division, C.I.A., I am still bound by that Act and if it is violated, I am subject to its penalties.

I do further solemnly swear (or affirm) that no classified papers, booklets, material, or equipment remain in my possession and that all communications properties, classified and unclassified, have been returned to the proper authorities of Communications Division, C.I.A.

I take this obligation freely, without any mental reservation or purpose of evasion.

Signed: Birch D. O'Neal
Dated: 20 February 1950

Witness: Hugh A. Dooley
Position: Chief, Security Section
Date: 20 February 1950

SECRET

14-00000

Form 2209

PERSONAL HISTORY STATEMENT

Instructions:

1. Answer all questions *completely*. If question does not apply write "not applicable." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use a separate sheet for extra details on *any* question or questions for which you do not have sufficient room.
2. Attach 2 recent passport size pictures to this form, date taken written on the back of each.
3. Type, print or write carefully; illegible or incomplete forms will *not* receive consideration.

HAVE YOU READ AND UNDERSTOOD THE INSTRUCTIONS? Yes (Yes or No)

SEC. 1. PERSONAL BACKGROUND

A. FULL NAME Miss / Mr. / Mrs. Birch Dilworth O'Neal TELEPHONE 312 J

PRESENT ADDRESS 402 Pine St. (St. & No.) Bainbridge (City) Georgia (State) U.S.A. (Country)

LEGAL RESIDENCE 402 Pine St. (St. & No.) Bainbridge (City) Georgia (State) U.S.A. (Country)

B. NICKNAME None ANY OTHER NAMES THAT YOU HAVE USED None

UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? Not applicable

HOW LONG? Not applicable IF A LEGAL CHANGE, GIVE PARTICULARS Not applicable (When)

Not applicable (Where) Not applicable (By What Authority?)

C. DATE OF BIRTH June 1, 1913 PLACE OF BIRTH Bainbridge (City) Georgia (State) U.S.A. (Country)

RACIAL ORIGIN THROUGH MOTHER Anglo-Saxon THROUGH FATHER ANGLO-SAXON

D. PRESENT CITIZENSHIP U.S.A. BY BIRTH? YES BY MARRIAGE? Not applicable

BY NATURALIZATION CERTIFICATE # Not applicable ISSUED Not applicable (Date) BY Not applicable (Court)

AT Not applicable (City) (State) (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? No WHAT? Not applicable

(663) HELD BETWEEN WHAT DATES? Not applicable ANY OTHER NATIONALITY? No

GIVE PARTICULARS: Not applicable

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? No GIVE PARTICULARS: Not applicable

E. LAST U.S. PASSPORT: NUMBER, DATE AND PLACE OF ISSUE Issued Washington D. C. 1942 actual date of issuance and number unknown.

HOW MANY OTHER U.S. PASSPORTS HAVE YOU HAD? one GIVE APPROXIMATE DATES: Was issued latter part of January or first part of February 1942 at Washington D. C.

PASSPORTS OF OTHER NATIONS? None

F. IF BORN OUTSIDE U.S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? Not applicable

PORT OF ENTRY? ON PASSPORT OF WHAT COUNTRY?

LAST U.S. VISA (Number) (Type) (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE 33 SEX Male HEIGHT 6 feet 1 in. WEIGHT 185

EYES Brown HAIR Brown COMPLEXION Medium SCARS cut scar left cheek appendectomy

BUILD Slender OTHER DISTINGUISHING FEATURES None

SEC. 3. FATHER (Give the same information for Step-father and/or guardian on a separate sheet)

FULL NAME Maston (First) Emmett (Middle) O'Neal (Last)

LIVING OR DECEASED Living DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS 402 Pine St. (St. & No.) Bainbridge, (City) Ga. (State) U.S.A. (Country)

DATE OF BIRTH March 24, 1875 PLACE OF BIRTH Bainbridge (City) Ga. (State) U.S.A. (Country)

CITIZENSHIP U.S.A. WHEN ACQUIRED? At Birth WHERE? Bainbridge (City) Ga. (State) U.S.A. (Country)

OCCUPATION Attorney at Law LAST EMPLOYER Self

EMPLOYER'S OR OWN BUSINESS ADDRESS County Court House (St. & No.) Bainbridge (City) Ga. (State) U. S. A. (Country)

MILITARY SERVICE FROM None (Date) TO (Date) BRANCH OF SERVICE None

COUNTRY None DETAILS OF OTHER GOV'T SERVICE, U.S. OR FOREIGN

Solicitor of [illegible] Court of Bainbridge [illegible] 904 to present excepting 1928 to 1932.

(663)

14-00000

SEC. 4. MOTHER (Give the same information for Step-mother on a separate sheet)

FULL NAME Bessie Birch Matthews (First) (Maiden) O'Neal (Last)

LIVING OR DECEASED Living DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS 402 Pine St, Bainbridge Georgia, U.S.A. (St & No) (City) (State) (Country)

DATE OF BIRTH May 23, 1885 PLACE OF BIRTH Thomaston Georgia U. S. A. (City) (State) (Country)

CITIZENSHIP U. S. A. WHEN ACQUIRED? At Birth WHERE? Thomaston Ga. U. S. A. (City) (State) (Country)

OCCUPATION Housewife and parttime music teacher LAST EMPLOYER self

EMPLOYER'S OR OWN BUSINESS ADDRESS 402 Pine St. Bainbridge Ga. U. S. A. (St & No) (City) (State) (Country)

DETAILS OF GOV'T SERVICE, U.S. OR FOREIGN None

SEC. 5. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters)

FULL NAME Maston Emmett O'Neal Jr. (First) (Middle) (Last)

PRESENT ADDRESS 551 Academy St. Bainbridge Georgia U.S.A. (St. & No.) (City) (State) (Country)

FULL NAME Allan (First) Matthews (Middle) O'Neal (Last)

PRESENT ADDRESS UNKNOWN (St. & No.) King of Prussia (City) Pennsylvania (State) U.S.A. (Country)

FULL NAME Mrs. Elisabeth Ann (First) O'Neal (Middle) Plowden (Last)

PRESENT ADDRESS 202 College St. Bainbridge Georgia U. S. A. (St. & No.) (City) (State) (Country)

SEC. 6. MARITAL STATUS

A. SINGLE No MARRIED Yes DIVORCED No WIDOWED No

STATE DATE, PLACE AND REASON FOR SEPARATION OR DIVORCE

Neither separated nor divorced.

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND AND GIVE REQUIRED DATA FOR ALL PREVIOUS MARRIAGES)

NAME Gladys (First) Frances (Middle) Pauly (for wife, maiden) O'Neal (Last) PLACE Tulsa Okla. DATE OF MARRIAGE 3/27/45

(HER OR HIS) ADDRESS BEFORE MARRIAGE 227 E. 27th Place, Tulsa, Okla. USA (St. & No.) (City) (State) (Country)

LIVING OR DECEASED Living DATE OF DECEASE CAUSE

(663) PRESENT, OR LAST, ADDRESS 402 Pine St. Bainbridge Ga. U. S. A. (St. & No.) (City) (State) (Country)

SEC. 6. MARITAL STATUS (Cont'd)

DATE OF BIRTH April 30, 1920 PLACE OF BIRTH Glennpool (City), Okla. (State), USA (Country)

RACIAL ORIGIN THROUGH FATHER French and German THROUGH MOTHER French and English

CITIZENSHIP USA WHEN ACQUIRED? At Birth WHERE? Glennpool, (City) Okla. (State) USA (Country)

OCCUPATION Housewife LAST EMPLOYER U.S. Foreign Service

EMPLOYER'S OR OWN BUSINESS ADDRESS Dept. of State (St. & No.), Washington (City) D. C. (State) (Country)

MILITARY SERVICE FROM None (Date) TO (Date) BRANCH OF SERVICE

COUNTRY DETAILS OF OTHER GOV'T. SERVICE, U.S. OR FOREIGN

Only government or foreign service has been as a clerk in the U. S. Foreign Service assigned to U.S Embassy, Mexico City, 1941-1945.

SEC. 7. FATHER-IN-LAW

FULL NAME Frank (First) Robert (Middle) Pauly (Last)

LIVING OR DECEASED Living DATE OF DECEASE

PRESENT, OR LAST, ADDRESS 220 E. 27th Place (St. & No.) Tulsa (City) Oklahoma (State) USA (Country)

RACIAL ORIGIN French and German BIRTH 2/4/92 (Date) Edmond (City) Okla. USA (Country)

CITIZENSHIP U.S.A. WHEN ACQUIRED? At Birth WHERE? Edmond (City) OKLA. (State) USA (Country)

SEC. 8. MOTHER-IN-LAW

FULL NAME Grace Gladys (First) Merchant (Maiden) Pauly (Last)

LIVING OR DECEASED Living DATE OF DECEASE

PRESENT, OR LAST, ADDRESS 220 E.27th Place (St. & No.) Tulsa (City) Oklahoma (State) USA (Country)

RACIAL ORIGIN French and English BIRTH August 4, 1891 (Date) LaFayette, (City) Ind. USA (Country)

CITIZENSHIP USA WHEN ACQUIRED? At Birth WHERE? LaFayette, (City) Indiana (State) USA (Country)

SEC. 9. CHILDREN OR DEPENDENTS (Include partial dependents)

NAME None RELATIONSHIP AGE

NATIONALITY ADDRESS (St. & No.) (City) (State) (Country)

NAME RELATIONSHIP AGE

NATIONALITY ADDRESS (St. & No.) (City) (State) (Country)

NAME RELATIONSHIP AGE

NATIONALITY ADDRESS (St. & No.) (City) (State) (Country)

(663)

SEC. 10. RELATIVES BY BLOO[illegible]AGE OR ADOPTION, WHO [illegible] ABROAD, ARE UNDER THE JURISDICTION OF A FOREIGN POWER ARE NOT CITIZENS OF THE UNITED STATES, OR ARE MARRIED TO NON-CITIZENS:

NONE

NAME .... RELATIONSHIP .... AGE ....

NATIONALITY .... ADDRESS .... (St. & No. / City / State / Country)

REASON FOR LISTING UNDER THIS QUESTION ....

NAME .... RELATIONSHIP .... AGE ....

NATIONALITY .... ADDRESS .... (St. & No. / City / State / Country)

REASON FOR LISTING UNDER THIS QUESTION ....

NAME .... RELATIONSHIP .... AGE ....

NATIONALITY .... ADDRESS .... (St. & No. / City / State / Country)

REASON FOR LISTING UNDER THIS QUESTION ....

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE, IN MILITARY, NAVAL OR OTHER GOV'T SERVICE— U.S. OR FOREIGN:

NAME None .... RELATIONSHIP .... AGE ....

NATIONALITY .... ADDRESS .... (St. & No. / City / State / Country)

TYPE AND LOCATION OF SERVICE (IF KNOWN) ....

NAME .... RELATIONSHIP .... AGE ....

NATIONALITY .... ADDRESS .... (St. & No. / City / State / Country)

TYPE AND LOCATION OF SERVICE (IF KNOWN) ....

NAME .... RELATIONSHIP .... AGE ....

NATIONALITY .... ADDRESS .... (St. & No. / City / State / Country)

TYPE AND LOCATION OF SERVICE (IF KNOWN) ....

SEC. 12. GIVE *FIVE* CHARACTER REFERENCES—IN THE U.S.—(Give business addresses where possible)

NAME	ADDRESS (St. & No. / City / State)
Mr. Robert R. Gunn	Milledge Ave. Athens Ga.
Mr. A.B. Conger	O'Neal Building Bainbridge, Ga.
Mr. M.C. Barwick	C&S Bank Building Atlanta Ga.
Mr. R. G. Leddy	[illegible] Building, [illegible]
Mr. Arthur M. Thurston	[illegible] Building, [illegible] D.C.

(863)

SEC. 13. NAMES OF 5 PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES. NOT REFERENCES OR EMPLOYERS—(Give business addresses where possible)

1. NAME [illegible] ADDRESS: [illegible] (St. & No.) [illegible]ington, D.C. (City) (State)
2. NAME [illegible] G. [illegible] ADDRESS: [illegible] (St. & No.) [illegible] (City) [illegible] (State)
3. NAME [illegible] ADDRESS: [illegible], [illegible] (St. & No.) (City) (State)
4. NAME [illegible] Roy ADDRESS: [illegible], [illegible] (St. & No.) (City) (State)
5. NAME Mr. [illegible] ADDRESS: [illegible] (St. & No.) [illegible] City (City) (State)

SEC. 14. GIVE *THREE* NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S.

NAME: Mr. Clifford Footen ADDRESS [illegible] (St. & No.) [illegible] (City) Ga. (State)

NAME: [illegible] ADDRESS 700 [illegible] Street, [illegible] (St & No.) (City) Ga. (State)

NAME: [illegible] Turner ADDRESS 404 [illegible] Street, [illegible] (St. & No.) (City) Ga. (State)

SEC. 15. EDUCATION

SCHOOL: Bainbridge Grammar ADDRESS Bainbridge (City) Georgia (State) U.S.A. (Country)

DATES ATTENDED: 1919 -1927 DEGREE Diploma

SCHOOL: Bainbridge High ADDRESS Bainbridge (City) Georgia (State) U.S.A. (Country)

DATES ATTENDED: 1927-1931 DEGREE Diploma

COLLEGE: University of Georgia ADDRESS Athens (City) Georgia (State) U. S. A. (Country)

DATES ATTENDED: 1931 - 1935 DEGREE A. B.

COLLEGE: University of Georgia Law School ADDRESS Athens (City) Georgia (State) U.S.A. (Country)

DATES ATTENDED: 1935-1937 DEGREE LL.B.

SEC. 16. MILITARY, NAVAL OR OTHER GOV'T SERVICE — U.S. OR FOREIGN

U.S.A. (Country) F. B. I. (Service) Special Agent (Rank) [illegible] - 1946 (Dates)

Albany, New York (Last Station) - (Serial No.) Voluntary [illegible] (Type of discharge) - (Com. Officer)

REMARKS:

(663)

SEC. 17. SELECTIVE SERVICE

CLASSIFICATION 4A ORDER NO. 814A APPROX. INDUCTION DATE Unknown

BOARD NO. 1 ADDRESS Bainbridge, Georgia

IF DEFERRED, GIVE REASON Was deferred during the war upon request of The Federal Bureau of Investigation.

SEC. 18. HAVE YOU EVER BEEN DISCHARGED FROM ANY POSITION, OR LEFT UNDER CIRCUMSTANCES WHICH WERE NOT ENTIRELY FAVORABLE? PLEASE GIVE DETAILS:

No

SEC. 19. MISCELLANEOUS

DID YOU EVER HAVE OR DO YOU NOW HAVE MEMBERSHIP IN, OR SUPPORT, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? No IF "YES," EXPLAIN:

DO YOU USE, OR HAVE YOU USED INTOXICANTS? I have and do on occasions take a drink of intoxicating liquor socially but am not addicted to its use nor do I use it excessively.

HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE No.

SEC. 20. FINANCIAL BACKGROUND

ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? Yes IF NOT, STATE SOURCES OF OTHER INCOME Not applicable

NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS

First State National Bank of Bainbridge, Georgia

HAVE YOU EVER BEEN IN BANKRUPTCY? No GIVE PARTICULARS

Not applicable

(663)

SEC. 20. FINANCIAL BACKGROUND (Cont'd)

GIVE *three* CREDIT REFERENCES — IN THE U.S.

NAME: [illegible] ADDRESS [illegible] (St. & No., City, State)

NAME: [illegible] ADDRESS [illegible] (St. & No., City, State)

NAME: [illegible] Drug Co. ADDRESS [illegible], [illegible], Ga. (St. & No., City, State)

SEC. 21. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 10 YEARS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESS AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. INCLUDE LAST 5 POSITIONS AND COVER AT LEAST 10 YEARS.

EMPLOYER National Youth Administration TITLE OF JOB Assistant Librarian

ADDRESS (Work actually performed at Univ. of Georgia, Athens, Ga.) Washington D.C. U.S.A. (St. & No., City, State, Country)

YOUR DUTIES AND SPECIALTY Attending and maintaining Law Library

KIND OF BUSINESS: Funds disbursed by U.S. Government to aid deserving students. NAME OF SUPERVISOR Dean Alton Hosch

FROM: Sept. 1935 TO: June 1937 SALARY $ 20.00 PER Month

REASONS FOR LEAVING This was merely temporary work which naturally terminated upon my graduation from Law School.

EMPLOYER Self TITLE OF JOB Attorney at Law

ADDRESS 402 Pine Street Bainbridge Georgia U. S. A. (St. & No., City, State, Country)

YOUR DUTIES AND SPECIALTY Actively engaged in the general practice of law

KIND OF BUSINESS: Law NAME OF SUPERVISOR Not Applicable.

FROM: July 17, 1937 TO: January 10, 1938 SALARY $ Not applicable PER Not applicable

REASONS FOR LEAVING To accept appointment as Special Agent of F. B. I.

EMPLOYER U. S. Department of Justice Federal Bureau of Investigation TITLE OF JOB Special Agent

ADDRESS Washington D. C. U. S. A. (St. & No., City, State, Country)

YOUR DUTIES AND SPECIALTY Investigating violations of the laws of the U. S.

KIND OF BUSINESS: Law Enforcement NAME OF SUPERVISOR J. E. Hoover

FROM: Jan. 10, 1938 TO: May 31, 1946 SALARY $ $3200 to $5600 PER annum

(663) REASONS FOR LEAVING [illegible] contemplated entering the [illegible] field or returning to the practice of law.

SEC. 21 CHRONOLOGICAL HISTORY (Cont'd)

Accrued annual [illegible] a result of the above [illegible] expired Oct. 16, 1946

EMPLOYER Self TITLE OF JOB [illegible]

ADDRESS [illegible] Pine St., Bainbridge, Georgia, [illegible] (St. & No. / City / State / Country)

YOUR DUTIES AND SPECIALTY General Law Practice

KIND OF BUSINESS: [illegible] NAME OF SUPERVISOR [illegible]

FROM: June, 1946 TO: Present SALARY $ [illegible] PER

REASONS FOR LEAVING

EMPLOYER Not applicable TITLE OF JOB

ADDRESS (St. & No. / City / State / Country)

YOUR DUTIES AND SPECIALTY

KIND OF BUSINESS: NAME OF SUPERVISOR

FROM: TO: SALARY $ PER

REASONS FOR LEAVING

SEC. 22. RESIDENCES FOR THE PAST TEN YEARS

St. & No.	City	State	Country	FROM	TO
[illegible] Hancock St.	Athens	Georgia	U.S.A.	1936	1937
402 Pine St.	Bainbridge	Georgia	U.S.A.	1937	1938
William Len Hotel	Memphis	Tennessee	U.S.A.	1938	[illegible]
Beaux Arts Apartments	New York City		U.S.A.	[illegible]	[illegible]
Tudor City Apartments	New York City		U.S.A.	1941	[illegible]
Hotel Metropolitano	Guayaquil		Ecuador	[illegible]	[illegible]
Edificio Angel	Bogota		Colombia	[illegible]	[illegible]
Tlaxcala 159	Mexico, D.F.		Mexico	[illegible]	1944
1203 Fortner Road	Alexandria	Virginia	U.S.A.	[illegible]	1946
Schuyler Heights Apts.	Albany	New York	U.S.A.	Jan, 1946	June, 1946
402 Pine Street	Bainbridge	Georgia		June, 1946	to present

SEC. 23. RESIDENCE OR TRAVEL OUTSIDE THE UNITED STATES

City or Section	Country	Purpose	DATES Month & Year	TO Month & Year
Guayaquil	Ecuador	F.B.I.	[illegible]	June, 1942
Bogota	Colombia	F.B.I.	Sept. 1942	Aug. 1943

(663)

SEC. 23 RESIDENCE OR TRAVEL (Cont'd)

City or Section	Country	Purpose	DATES Month & Year	TO Month & Year
Mexico, D.F.	Mexico	[illegible]	[illegible]	[illegible]

SEC. 24. CLUBS, SOCIETIES AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, LABOR UNIONS, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN OR SUPPORT OF ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU HAVE BELONGED:

Name	St. & No.	City	State	Country
Society of Former Special Agents of the Federal Bureau of Investigation	[illegible] Pine Street	New York City		U.S.A.
Phi Delta Phi (Legal Fraternity)		Athens	Georgia	U.S.A.
Kappa Alpha Order (Social Fraternity)		Athens	Georgia	U.S.A.
Blue Key Honor Fraternity		Athens	Georgia	U.S.A.

SEC. 25. RELIGIOUS AFFILIATION

CHURCH OF ATTENDANCE First Presbyterian Church

ADDRESS Bainbridge, Georgia NAME OF MINISTER OR PRIEST Rev. William Stewart

SEC. 26. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT" "FAIR" OR "FLUENT")

LANGUAGE	SPEAK	READ	WRITE
Spanish	fluent	fluent	fluent
French	slight	slight	slight

(663) WRITE ... LANGUAGE ... SPEAK READ

SEC. 26 GENERAL QUALIFICATIONS (Cont'd)

B. HAVE YOU ANY SPECIAL KNOWLEDGE OR TRAINING WITH RESPECT TO:

MOTOR VEHICLES? [illegible] (Excellent AIRPLANES? No RADIO? No

GIVE PARTICULARS

C. LIST *all* SPORTS AND HOBBIES WHICH INTEREST YOU; INDICATE DEGREE OF PROFICIENCY IN EACH.

Hunting - Excellent

Fishing - Excellent

Swimming - Excellent

Golf - Fair

Tennis - Fair

D. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

Yes. I have had considerable supervisory and administrative experience in the intelligence field, having been in charge of all F.B.I. personnel in Colombia and Mexico while in those countries. In addition, I supervised from Washington the counter-intelligence work of the F.B.I. in many Latin American countries during 1945, and in 1946 administered the work of the Albany, New York, Division of the F.B.I. as Assistant Special Agent in Charge. I feel qualified to undertake administrative work in foreign countries.

SEC. 27. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Mrs. [illegible] O'Neal RELATIONSHIP Wife

ADDRESS 40[illegible] Pine Street (St. & No.) Bainbridge (City) Georgia (State) (Country)

(663)

AL

SEC. 28. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED, AND YOU ARE INVITED TO MAKE ANY CHANGES (OR ADDITIONS) IN YOUR STATEMENTS THAT YOU MAY THINK ADVISABLE.

A. ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER, "NO."

No

B. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL.

SIGNED AT Bainbridge, Georgia DATE January 1, 1947
(City and State)

Frances Pauly O'Neal .... Witness

Bird [illegible] O'Neal .... Signature of applicant

Applicant will not write below

COMMENTS OF INTERVIEWER: ....

SIGNATURE OF INTERVIEWER ....

INVESTIGATION REQUESTED BY .... (Originating Official)

(663) DATE ....

CONFIDENTIAL

TO : Chief, Communications

DATE: 11/7/51

FROM : Chief, Personnel Security Branch

SUBJECT: O'Neal, Birch D.

In reply to your memorandum this is to advise that Subject meets the current requirements for cryptographic clearance and is approved for such duties as of this date.

W. A. Osborne
W. A. OSBORNE

SED ✓

CONFIDENTIAL

14-00000

CONFIDENTIAL *file*

SECURITY APPROVAL

To : Acting Chief, Personnel Division, ~~XXXXXXXXXXXXXXXX~~ Administrative Staff Date: 24 August 1950

From : Chief of Inspection and Security Staff Number: 30486

Subject: O'NEAL, Birch Dilworth - 30486

1. Note "X" below:

[ ] Security approval is granted subject for access to classified information contingent upon the receipt of derogatory information at some future date.

[ ] Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

[ ] Unless the applicant enters upon duty within 60 days from above date this approval becomes invalid.

2. Subject is currently on duty in I&SS. This is to record security reapproval of him.

O.K. P. Lane

Ermal P. Geiss
ERMAL P. GEISS
Chief, Personnel Security ~~Division~~ Branch

Rec'd 8-25-50

CONFIDENTIAL

FORM NO. 38-101
MAY 1949

14-00000

CONFIDENTIAL

CONFIDENTIAL

SECURITY OFFICE

Investigation Report

(2)

Subject: O'NEAL, Birch D.

Date: 20 January 1947

To: Mr. William E. Duggan (2)

Number: 30486

1. Investigation directed by: RHC

2. Sources of information:

3. Recommendation:

Security approval recommended, though subject to the receipt of derogatory information at some future date. Interview waived.

By RHC
Security Officer
ROBERT H. CUNNINGHAM

fgj
cc: Mr. Byron C. Sarvis

CONFIDENTIAL

CONFIDENTIAL

(30243)

14-00000

RECORD OF

PREVIOUS GOVERNMENT

SERVICE RETURNED TO

FEDERAL RECORDS CENTER IN

ST. LOUIS, MO.

DATE July 1971